

# The Conference Board MANAGEMENT RECORD

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## A Glance at this Issue

### Employees—Common and Preferred

No thoughtful executive has any delusions about postwar readjustment. He knows that there will inevitably be innumerable headaches which may be mitigated by advance planning and preparation so far as this is possible. However, it is not too early to propose procedures planned to anticipate certain problems and aid in their solution.

One such proposal is presented in the article "Employee Rating in Postwar Readjustment" (page 366). Assuming that some method of selection must be applied in determining postwar working forces, the article suggests one way by which a company management may be prepared to act promptly, intelligently and fairly in making decisions as to which employees shall be retained and which shall be released. It suggests an application now of the principles of careful employee rating in order to be able to exercise wise judgment promptly when the need arises.

### Bond Deductions Holding Steady

The little old pocketbook has been the objective of concentrated attacks. After being forced to yield some ground to onrushing retail prices it is caught in the enfilading fire of war bond purchases from one side and income tax deductions from the other. Solicitous friends feared that under the impact of all these assaults "further strategic disengagement according to plan" might be found necessary in the form of reduction in commitments to purchase war bonds and stamps regularly through payroll deduction. But apparently the old pocketbook is well entrenched and holding fast because, according to a recent check-up, employers report that so far reductions in bond purchase commitments on account of the 20% income tax deduction have been almost negligible. (Page 373.)

### Collective Bargaining in a Period of Evolution

While some politicians are calling for broader expansion of the government's social security program, some managements and labor organizations are going ahead making provision to protect employees against the common hazards. This is one of the interesting trends disclosed by a review of recent union agreements. Beginning in this issue (page 378), *The Management Record* will have as a regular feature "Trends in Collective Bargaining," in which will be recorded significant developments in the important field of employer-employee relations as indicated by union contracts and official rulings.

### Second Down, Plenty to Go

It is rumored that the OPA is singing with growing confidence its new battle song: "Praise the Lord and Sink the Cost of Living" as for the second consecutive month the cost of living in the United States declined. The rollback seems really to be getting rolling. To be sure, the decline was only 0.3% from July to August, but any decline in wartime is an achievement. Food prices again were what did the trick in spite of small increases in some other items. (Page 392.)

### Strike Activity

In enacting the Smith-Connally Act, federal legislators probably thought that by requiring a strike vote, where such action was contemplated, and further that if a strike were authorized by such vote 30 days must elapse before it could become effective, they had placed a serious damper on strike activity. Employees would hesitate to vote for a strike in wartime. But, in the first two months after the act became effective, 180 groups of employees voted for strikes and served notice of their intention to strike. (Page 384.)

## Employee Rating in Postwar Readjustment

WHEN the war is over and large numbers of workers begin to change their jobs, executives will be confronted with these questions:

Which of our present employees should we encourage to remain with us?

Which of our employees are the least desirable and should therefore be released?

How can we be sure that we will not release our satisfactory employees and retain the less desirable?

What can we do to effect an orderly absorption of former employees from the Armed Forces?

These questions are inescapable. They apply to companies planning a postwar expansion as well as a contraction of operations. And the postwar efficiency of each company will depend, to a large degree, on the answers to these and allied questions.

It will be difficult to find satisfactory answers because of several complicating factors. It is clear today:

1. That millions of workers will be involved in the greatest peacetime shift of labor in the history of the world.
2. That job changes will be characterized by
  - a. Men and women returning from the Armed Forces to their former jobs or to new ones.
  - b. Women leaving industrial and commercial jobs to remain at home.
  - c. Men and women leaving civilian war jobs to return to former peacetime employers.
3. That the period of time over which the job changes will occur and the number of workers involved cannot be accurately ascertained.
4. That many of the changes (especially those involving employees returning from the Armed Forces) will be sudden. Companies may have little or no warning of these changes prior to the personal appearance of an employee for reinstatement.
5. That the entire situation will be complicated by the return to their former employers of a large number of men and women (a) whose original peacetime jobs have been either vastly altered or totally eliminated, (b) whose skills have been upgraded through training in war occupations, (c) whose physical abilities or emotional processes have been impaired by the war.
6. That each company's desire to maintain and develop a high level of employee morale will require a reasonable promptness in finding suitable

jobs for the men and women released from the Army and Navy.

7. That many companies will have to interrupt production and release workers temporarily for varying periods of time in order to convert from war to civilian production.

8. That the extent of interference or regulation by various government agencies of the post-war movement of workers is uncertain.

Although there can be no easy solution to these difficult and complicated problems, it is believed that they can be made less severe by an orderly, systematic study and arrangement of relevant facts. Many qualified executives believe that an effective employee merit-rating plan<sup>1</sup> can furnish the basis for this orderly and systematic approach. These merit-rating plans have several recognized advantages. By furnishing the basis of periodic discussions with the employee about his performance record, merit ratings make two closely allied contributions to the improvement of employee-employer relations. Through their effective use, the employee finds out "where he stands," and, as a result, he can direct his efforts toward the improvement of his performance in those factors in which he is deficient. In addition, it not only focuses attention on the best and least desirable employees, but also provides the means of performing the more difficult task of distinguishing the best from the worst among those employees in the "middle" or "average" group. They can also be helpful in effecting worth-while inter-departmental and inter-plant transfers and in bringing to light potential supervisors and executives.

In some companies the selection of employees for lay-off or discharge is, of course, controlled to a considerable extent by seniority provisions. Most of these provisions require, in effect, that, other things being equal, seniority will determine the order of lay-off. In an increasing number of these companies, however, there is a tendency to recognize efficiency in addition to seniority. Certainly, an effectively conducted merit-rating plan provides a reliable method of determining to what extent "the other things" are equal.

<sup>1</sup>A Conference Board Report, *Studies in Personnel Policy*, No. 39, "Employee Rating—Methods of Appraising Ability, Efficiency and Potentialities," contains an authoritative discussion of advantages, procedures, methods and relevant problems and furnishes detailed data on several effective rating plans.

But one word of caution is necessary. It takes time for a merit-rating plan to reach a point of genuine effectiveness. Raters must receive considerable training before they are able to rate employees successfully. Moreover, they learn to rate chiefly by rating, and since employees are rated only a few times in the course of a year, a considerable amount of time must elapse to furnish the raters with this essential practice. It must also be remembered that it is highly preferable for employee ratings to be based on facts rather than on judgment. In order to meet this requirement, many companies will find it desirable to develop records that accurately reflect the performance of the individual employee. For these reasons, companies interested in developing merit-rating plans in conjunction with postwar placements will do well to put their rating plans into operation as soon as possible. By the time the war ends, the executives of these companies can then have at least a reasonable degree of confidence in the reliability and accuracy of the ratings.

#### POSTWAR ADAPTATION OF RATING PLANS

It is generally recognized that an effective merit-rating plan is, at all times, an essential part of a well-rounded personnel program. Thus, the special advantages accruing from a rating plan during the postwar reassignment of employees will take the form of extra dividends. Potentially, it is a tool which can contribute to the orderly and systematic reassigning of workers during the reconversion period. It is believed that this potential element can be converted to practical advantage by the use of a specially designed "Employee Inventory Sheet."

At the outset, it should be understood that this sheet is offered merely as a tentative form. It is presented with the full recognition that a company attempting now to plan the details of postwar operations must contend with a host of variables and uncertainties. It is, therefore, expected that this initial plan will undergo revisions and improvements as we approach the end of the war. In fact, individual companies may find it desirable to revise the plan now in order to adapt it to their own requirements.

#### WHAT THE "EMPLOYEE INVENTORY SHEET" IS

The Employee Inventory Sheet is essentially a listing of present employees which shows the worth of each employee's measured performance. It is a means of listing in an orderly usable manner the summarized results of individual ratings. It provides a means of combining this information with other relevant data in such a way that an analysis of a company's entire personnel is greatly simplified. Finally, it furnishes a basis for quick, intelligent decisions

whenever an executive is confronted with the necessity of making changes in his personnel.

#### What It Accomplishes

When an Inventory Sheet has been filled out for each department in this manner, what has been accomplished? 1. An organized plan has been initiated that is both simple and practical. 2. By rating their employees and by filling out the Inventory Sheets, supervisors and department managers have been forced to think carefully about the performance record of each employee in terms of each worker's future status. Their thoughts have been organized and crystallized so that the chances of administrative confusion are correspondingly reduced. Their attention has been focused on the special "problem" cases well in advance of the time when inevitable action must be taken. 3. Supervisors, department managers and executives not only have a better knowledge of the comparative value of each worker, but also have this information available in the form of an easily visible reference.

#### THE NEXT AND MOST IMPORTANT STEP

Up to this point, the recommendations of each department manager have been developed to meet the personnel requirements of a single department, with little or no relation to the recommendations and needs of other departments. It is necessary, therefore, for the personnel executive to review and coordinate the recommendations of all departments. The real need for this coordination can be recognized by the following typical example.

Let us assume that the typists in one department have all received either "A" or "B" ratings. Under the pressure of his estimated budgetary requirements, the department manager has checked three of the "B" typists for release. On the other hand, the typists in another department have received either "B" or "C" ratings and all of these "B" and "C" employees are checked for retention on their present jobs. Obviously, if these recommendations are allowed to stand, the three less efficient typists with "C" ratings will be retained in the one department while the three more efficient typists with "B" ratings will be released from the other department.

It will be remembered that one of the procedures previously suggested was to collect and group together all the inventory sheets pertaining to one kind of job. This procedure was advocated to facilitate this analysis and coordination of the recommendations made by all department managers. In other words, by scanning each group of inventory sheets the person-

(Continued on page 370.)

## EMPLOYEE INVENTORY SHEET

ESTIMATED PERSONNEL REQUIREMENTS	
TOTAL NUMBER OF PRESENT EMPLOYEES	12
TOTAL NUMBER EXPECTED TO RETURN TO THIS JOB FROM ARMED SERVICES	4
<b>TOTAL</b>	<b>16</b>
ESTIMATED NUMBER OF EMPLOYEES NEEDED AFTER THE WAR	9
<b>TOTAL NUMBER TO BE ADDED</b>	<b>7</b>
<b>TOTAL NUMBER TO BE REDUCED</b>	

## ESTIMATED PERSONNEL REQUIREMENTS

TOTAL NUMBER OF PRESENT EMPLOYEES.	_____
TOTAL NUMBER EXPECTED TO RETURN TO	_____
<b>TOTAL</b>	_____
ESTIMATED NUMBER OF EMPLOYEES NEEDED	_____

(1)

(2) JOB TITLE Spot Welder  
(3) DEPT. Outer Frame  
(4) DEPT. MGR. (OR SUPERVISOR) Fred Math  
DATE Sept 28, 1943

(5) PAYROLL NUMBER	EMPLOYEE'S NAME (6)	OVERALL RATING <sup>(7)</sup> TRANSFERRED FROM EMPLOYEE RATING FORM	ORDER <sup>(8)</sup> OF RANKING	REMARKS <sup>(9)</sup>	RECOMMENDED ACTION <sup>(10)</sup>		
					RELEASE	RETAIN ON COMPANY'S PAYROLL	RETAIN ON THIS JOB
					TRANSFER	PROMOTE	DEMOTE
35-01	Philip Smith	C	10	Probably can return to former company as salesman	✓		
35-02	Anne Phelps	C	9	This is very hard which is only reason she has progressed as far as she has. Mental capacity very definitely limited.	✓		
35-03	Joseph Green	B	8	He liked his former job and believe he would be willing to go back to it rather than leave the company. Formerly passed his tests extremely careless. Very nervous about himself. Also unpredictable (see under absence related).	✓		
35-04	Jean Parker	D	11		✓		
35-05	Marie Stone	B	6-7		✓		
35-06	Dora Wright	B	6-7	Recommend for clerical dept. She is a high type girl, conscientious worker and had 4 years experience as a stenographer.	✓		✓
35-07	Levi Farmer	A	2-3		✓		
35-08	Lois Grant	A	5		✓		
35-09	Irene Gates	A	4		✓		
35-12	Peter Hopkins	A	2-3		✓		
35-13	George Johns	A	1	Best man in unit. Shows excellent promise of being a good supervisor with proper training.	✓		✓
35-14	Mildred James	D	12	poor product & imperfect records in dept. Failed to respond to attempts at questioning.	✓		
				TOTALS	4	8	5

## Employee Inventory Sheet

As a convenience in describing the suggested preparation of the Employee Inventory Sheet the various lines and columns in the sample form on page 368 have been numbered and are keyed for easy reference.

### Section Marked No. 1

At the upper left of the sample form is a boxed section, "Estimated Personnel Requirements." This section of the form is a desirable but not an essential part of the Inventory Sheet. It can be valuable if at the time the Inventory Sheet is put into use a company's postwar plans have been developed to the point where the required number of workers can be estimated by departments with reasonable accuracy. Where this is the case, this section can be filled out in the following manner:

On line (1a) enter the total number of the workers whose names appear below in column 6.

On line (1b) enter the number of workers who left this job to serve in the Armed Forces and who are expected to return after the war. Add the figures entered on lines (1a) and (1b). Enter the total on line (1c).

On line (1d) enter the number of employees that it is estimated will be required on the job in question after the war. Subtract this number from the total figure on line (1c) (or vice versa if the figure on line (1d) is the larger of the two).

Enter on line (1e) the number of workers to be added or reduced in the appropriate box. The figure entered in this box will be a helpful guide to the department manager in working out the details of the remainder of the form. It undoubtedly will have a valuable influence on many of the department manager's recommendations, especially those involving borderline cases.

### Lines 2, 3 and 4

Enter only one job title on line 2. This title should apply to all the names listed in column 6. Thus a separate Inventory Sheet should be used for each kind of job in each department or unit. If this is done, the personnel department can sort and assemble the sheets by job titles. For example, the inventory sheets of all of the company's typists will be assembled together, regardless of the departments or locations in which the various typists work. Similarly, the sheets of all spot welders, carpenters, janitors, etc., will be filed together.

On line 3 enter the name of the department in which the employees listed in column 6 work.

On line 4 enter the name of the department manager or supervisor to whom the employees listed in column 6 are responsible.

### Column 5

In column 5 enter the payroll numbers of all employees whose work is described by the job title in line 2 and who work in the department designated on line 3. In the sample form, these payroll numbers are listed in numerical order under the assumption that companies may wish to have these sheets prepared as a payroll run-off. However, the order in which the numbers are listed is of no great importance.

### Columns 6 and 7

In column 6, enter the names of all employees whose work is described by the job title in line 2 and who work in the department designated on line 3. These names, of course, must coincide with the appropriate payroll numbers entered in column 5.

In column 7, opposite each name appearing in column 6 enter the employee's overall rating (the combined rating of all of the rated factors) from the employee merit-rating sheet. If the payroll numbers and names of the employees (in columns 5 and 6) are entered in numerical order, the merit ratings will not, of course, be arranged in order of rank. However, this makes little difference, and there may be companies that will prefer to list all the "A" employees first, then the "B's," and so forth.

### Columns 8, 9 and 10

Frequent changes in personnel will require repeated reference to the Inventory Sheet. After several of these changes, it is likely that, in addition to the overall merit ratings, the personnel manager will require specific information concerning the order of the comparative worth of each worker. For example, the names of five "A" employees are listed on the sample form. The time may come when it will be necessary to know which of these is the best of the five, the second best, and so forth. This "order of ranking" may be desirable even though a company uses finer gradations of ratings (A+, A, A-; B+, B, B-) than those used in the sample form.

Therefore, enter in column 8 the numbers which indicate the comparative rank of each employee. As shown in the sample form, the rank of two employees with exactly the same performance record can be indicated with double numbers.

In column 9 enter any remarks that will explain unusual situations affecting the employee's status or the recommendations of his future status.

In column 10 enter check marks in the appropriate sub-columns to indicate the recommended action in regard to each worker. Add the check marks in each column and enter the totals at the bottom of the sheet.

*(Continued from page 367.)*

nel executive can readily detect these undesirable situations. Then, through conferences with the department managers involved, these irregularities can be coordinated and reconciled. In the example just cited, the logical procedure, of course, is to release three of the "C" typists and replace them by transferring the three "B" typists originally slated for release. Probably the most important contribution of the inventory sheet plan lies in its capacity to aid in the correction of this kind of irregularity.

### THE FINAL STEP

Companies with fully developed plans of their post-war operations will perceive that the inventory sheet plan can be utilized for still another purpose. It provides a means of reconciling the recommendations of the various department managers with the total planned staff of the company.

Specifically, the problem is this. Companies planning a contraction of postwar activities will be confronted with the necessity for reducing the number of employees recommended for retention on the company payroll to the number that the company's total budget can accommodate. Conversely, where a post-war expansion is involved, the problem will be to release only the unsatisfactory employees and to absorb by transfer those satisfactory workers who, for one reason or another, must be removed from their present jobs. Naturally, companies facing a period of contraction will be in the more difficult position and it therefore may be advisable to give special attention to their situation.

It will be recalled that the various recommendations on the inventory sheets include suggested transfers, promotions and demotions. But these recommendations have been made by individual department managers with no assurance that the company's post-war operating budget will permit the fulfilment of all the advocated moves. By simply adding together the various total figures on the inventory sheets the personnel executive can obtain a bird's-eye view of the company's proposed staff as compared to the company's overall budget. Where discrepancies are encountered, the following procedure may be considered worthy of adoption.

The sample form on page 368 can be used again as an example. It is clear that the manager of the Outer Frame Department recognizes that he can retain only five of his present staff. Yet owing to the commendable performance of eight of his spot welders he has suggested that three be absorbed in other departments—one by transfer, one by promotion, and one by demotion.

Let us assume that after comparing the company's total personnel requirements with the total number of employees recommended for retention, the personnel executive discovers that he cannot find suitable jobs outside the Wing Assembly Department for Joseph Green, Dora Wright and George Johns. The department manager is advised to revise his recommendations accordingly.

It is apparent that he will not recommend that all three of these workers with high ratings be released. Consequently, he will probably erase the present check marks opposite the names of these three employees and re-enter them in the column headed, "Retain on this Job." Then the problem is to select from the eight names the three that are to be released from the company.

On the basis of his previous ratings and in the order of his designated preference, he will select the three employees to be released. From the information available it appears that he will enter check marks in the "Release" column opposite the names of the three "B" employees, Green, Stone and Wright.

At this point, the personnel executive must repeat his original procedure of ascertaining whether there are any "C" spot welders being retained in other departments. If so, it will be necessary to make arrangements to release three "C" spot welders and replace them by transferring Green, Stone and Wright to their jobs.

### WHEN SHOULD THE INVENTORY SHEET PLAN BE INITIATED?

Since no one knows when the war will end, it is difficult to determine how soon the inventory sheet plan should be put to use. Any decision on this question will necessarily be influenced by a number of conditions which vary considerably among different companies. Some executives may consider it advisable to begin to use the inventory sheet plan in conjunction with their next and with all subsequent company-wide merit ratings. Others may prefer to continue their periodic merit ratings without using the inventory sheet plan until the war actually ends.

In order to be fully prepared to meet these post-war problems effectively, it may be considered advisable, however, to begin to use the plan as soon as possible. Then, regardless of how many times a year a company's employees are normally rated, it may well be decided to use the inventory sheet plan no more frequently than twice a year.

S. AVERY RAUBE  
Management Research Division

## Ontario's Labour Court

A LABOUR COURT was established in Canada's industrial province of Ontario on June 15, 1943, pursuant to the provisions of the Ontario collective bargaining law of 1943. Since Ontario is the scene of an expanding labor movement, the activities of the court are being watched with interest by Canadian industrialists and labor leaders, and by observers in the United States.

Among the important provisions of the collective bargaining law are the following:

No employer shall fail or refuse to bargain collectively with the duly appointed or elected representatives of a collective bargaining agency certified pursuant to the provisions of this Act with respect to the employees of the employer or a unit thereof appropriate for collective bargaining purposes.

No person shall wilfully interfere with any person carrying out any duty required or authorized under this Act or under any order of the court.

A collective bargaining agency claiming to represent the majority of the employees of an employer or of a unit thereof for collective bargaining purposes may apply to the court to be certified as a collective bargaining agency.

Where a *bona fide* dispute exists between an employer and a collective bargaining agency or between two or more collective bargaining agencies as to which collective bargaining agency is entitled to certification as the collective bargaining agency entitled to bargain collectively with an employer, such employer may apply to the court for an order determining which, if any, collective bargaining agency represents a majority of his employees. . . .

A collective bargaining agency or an employer may apply to the court upon grounds to be set out in the application for an order revoking any certification of a collective bargaining agency, providing that no such certificate shall be revoked within one year from its date except on the ground of fraud affecting the granting thereof.

Upon any such application the court may

(a) ascertain what unit of employees is appropriate for the purpose of collective bargaining, and determine whether such unit shall be the employer unit, craft unit, plant unit or a subdivision thereof;

(b) certify that a collective bargaining agency represents a majority of the employees in such unit, indicating the name of the persons who have been duly appointed or elected representatives thereof;

(c) . . . revoke any certification of a collective bargaining agency;

(d) inspect the employment lists of an employer to ascertain what employees, including any person who in the opinion of the court was improperly discharged from employment, are entitled to vote and may take a

vote of such employees by secret ballot and authorize any person to enter the premises of an employer for any of such purposes; and

(e) cause such inquiries to be made, acts or things to be done and proceedings to be had as it may think proper to carry out the provisions. . . .

Every collective bargaining agency shall, upon making application for certification, file with the registrar a true copy of its constitution, rules and by-laws, and a statement of the names and addresses of its officers and thereafter shall file a true copy of any amendments to its constitutions, rules or by-laws or a statement of any change in the names and addresses of its officers forthwith upon the making of such amendment or change.

Every collective bargaining agency which collects fees from its members shall upon the request of any of its members furnish him, without charge, with a financial statement of its affairs to the end of the last fiscal year certified to be true by its treasurer, and if ordered by the court so to do shall file with the registrar within such time as the court may determine, a financial statement of its affairs to the end of its last fiscal year verified by the affidavit of its officers. . . .

Nothing in this Act contained shall be deemed to take away the right of an individual employee to present any of his grievances to his employer.

The law does not apply to farmers, domestic servants, members of the police forces, the Hydro-Electric Power Commission of Ontario, and school boards, boards of education and municipal corporations, boards or commissions unless the law has been declared applicable to them.

Six outstanding rules relate to the practices and procedures of the Labour Court.

Proceedings of the courts begin with the issuance of a summons. According to the rules, "the summons shall be served upon all persons that are known to the applicant to claim the right to bargain collectively for any of the employees . . . and, where the application is made by a collective bargaining agency, it shall also be served upon the employer."

The collective bargaining agency seeking certification must state by affidavit that it is not "dominated, coerced or improperly influenced by the employer in any manner. . . ."

The agency must also file a true copy of its constitution, rules and by-laws and the names and addresses of its officers.

Any other agency which claims to represent any of the employees may, within a week after the posting of the original notice, file with the registrar of the Labour Court a notice of intervention establish-

ing the ground upon which it claims to be interested in the proceedings.

When the court decides that a vote must be taken to determine the bargaining agency, the registrar has the power to settle the list of employees entitled to vote, the form of the ballot, the time of the election and the announcement thereof, and the number and location of polling places. He also appoints or acts as returning officer in the election and appoints deputies.

At the completion of the case, the registrar prepares a report which is sent to all interested parties. According to the rules, any persons or agencies having objections to the report "shall, within seven days from the mailing by the Registrar . . . file with the Registrar and serve upon all other parties a statement of the objections he intends to raise before the Court."

With some exceptions, the law follows the principles of the National Labor Relations Act of the United States. However, while the Labour Court—as the enforcement agency of the Ontario collective bargaining law—has complete judicial power, the NLRB remains a quasi-judicial agency.

The Labour Court method of settling labor disputes is something new in industrial and labor circles. It follows on the heels of unsuccessful efforts at mediation and conciliation, and although by no means replacing the government conciliation service, it has already stirred up controversy which has been widely reflected in the Canadian press.

B. K. Sandwell, editor of *Saturday Night*, well-known Canadian weekly, wrote recently: "The reason for the misunderstandings, grievances and general troubles that are arising in connection with the functioning of the new institutions . . . is beginning to come clear. It is to be found in a failure to distinguish between conciliation, which is a job of persuasion, and adjudication, which is a job of interpretation and decision. . . . When one man thinks that sixty cents is a fair wage and the other man thinks it should be seventy you can maybe get them to agree on sixty-five rather than have a strike; but when one man thinks that he has a statutory right to get his labor at sixty cents and the other thinks the statu-

tory rate is seventy the only thing to do is to get a judge to decide how the law works out in the particular case . . . a Labour Court decides the issue, and is really a court and not a conciliating officer."

An opposite point of view was expressed to the writer by a number of AFL and CIO leaders in Ontario. They said, in substance: "We have had many differences over wages over a period of years and in most instances we have straightened them out at the collective bargaining table, or through a conciliator provided by the government. We wonder whether a judicial decision by a Supreme Court judge can settle industrial disputes. There is no appeal from the decision of the Labour Court, except through complicated legal action, and prejudices are apt to arise from Labour Court decisions which may result in wildcat strikes."

Both labor leaders and industrialists were to some extent opposed to "too much government intervention" in the collective bargaining picture. They believe that the government should do little more than fairly support and administer the Ontario collective bargaining law. Many feel that the "human element" which in so many instances is responsible for labor disputes cannot be properly recognized and handled in the august chambers of the Labour Court.

On the other side, there are many enthusiastic proponents of the Labour Court who feel that it is a forward step which should be given a thorough trial before final judgments are reached. Most of these persons echo Mr. Sandwell's conclusions.

An interesting feature of attitudes toward the court is that conservative politicians and left-wing labor leaders have been rather dogmatic in their opposition to the court. The "middle way" group—liberal industrialists and conservative unionists—urge that the court should at least be given a chance to prove itself in action.

The Ontario Labour Court is an experiment that bears watching by all those interested in labor relations.

ABRAHAM A. DESSER  
Management Research Division

## Comments on Management Problems

### A POLL OF THE VIEWS OF EXECUTIVES OF REPRESENTATIVE COMPANIES ON MATTERS OF TIMELY INTEREST

**POINT 1.** Recently some small companies in the New York area reported that they had been forced to absorb the 20% income-tax deduction from pay, effective July 1, of some of their valuable employees. These workers flatly refused to permit this compulsory deduction from their pay. Rather than lose the services of indispensable employees, these managements had agreed to pay the equivalent of the 20% deductions to the Treasury. Has such an attitude, which amounts to a refusal to comply with the tax law, come into evidence in your community?

The situation described is apparently confined to the Atlantic coast and mostly to New York City. The only other city from which a report of similar conditions came was Baltimore. In a few cases, "grousing" about the 20% deduction was reported, and dissatisfaction, as well as misunderstanding, was found, but did not reach the proportions of open rebellion. A few comments follow:

I do not know of a company that has been forced to absorb the 20% income-tax deduction from pay of even one employee. It would seem to me that the question involved here is noncompliance with the wage and salary stabilization law. Absorbing the 20% income tax of employees would result in an increase in pay to the individual involved, and, unless properly authorized, subjects the company to possible future severe penalties.

Some of the small companies in this area are having the same difficulties with the 20% income-tax deduction that the New York area has experienced. In one instance, a near-riot occurred in a laundry on the first pay day that deductions were made.

An interesting movement of proportions large enough to be observable is a return of workers to domestic service, giving as a reason that they would not work for an employer who would take 20% out of their pay.

Most of the large companies did what this company did, which was to anticipate the problem with an educational and publicity campaign, which seems to have eliminated most of the possible difficulty. We had a little excitement in the form of conversation and rumor for a couple of days after the first deduction, but nothing more has been observed since.

It has been reported in a general way that some workers in this community have believed they should be given a wage increase to offset the new withholding tax. In our company there have been a few hints at this, and, although workers would like to have some-

thing along this line happen, it is my opinion they do not seriously expect it.

**POINT 2.** When the 20% personal income-tax deduction from pay was voted, there were many prophecies that an immediate result would be a reduction in commitments to buy war bonds and stamps regularly through payroll deduction plans. From your observation, does this situation seem to have materialized?

The general impression gained by examining replies to this question from different sections of the country is that the effect of the tax deduction on bond sales has been considerably less than anticipated. About half the replies indicated that no reduction in bond sales had occurred. Some companies had experienced varying proportions of cancellations, but could not state with conviction the reason for the cancellations. In two companies where there had been no reduction as yet it was felt that it was too early for the impact of the tax deduction to show. In a very few instances, a marked drop in new commitments had been observed. Comments include the following:

It is true that the 20% personal income-tax deduction from pay has resulted in some reduction in the purchase of war bonds and stamps through our payroll deduction plan. Although we have emphasized to our employees that the total income tax which they would be required to pay would be no greater under the tax-deduction plan than they had been paying on the annual or quarterly basis, a great many employees still live from week to week rather than on an annual budgeted basis. As a result, the reduction in actual dollars per week received by the employee has resulted in some reduction in the purchase of war bonds through the payroll deduction plan.

In our plant the 20% personal income-tax deduction did not result in any appreciable reduction of purchase of war bonds and stamps. As a matter of fact, a great many of our employees were very pleased that the deductions were not so great as they anticipated. Many of them figured that they would have a flat 20% deducted, and, of course, it does not amount to anything like this. In some cases, the deductions were even less than the 5% deducted for the Victory tax during the first half of the year.

We have seen some evidence of war bond subscriptions being reduced or canceled. On the other hand,

some subscriptions have been increased, and the overall picture is about the same as it was before the withholding tax went into effect.

On the matter of the effect of tax deductions on war bond purchases, I do not know what other companies near here have encountered, but in our plant the number of employees buying bonds on the payroll deduction plan has dropped about 5% since the first part of July.

Our prededuction publicity included a buy-war bonds emphasis, and our labor-management committees are currently giving the problem special attention.

Whether the 5% drop is related to the deduction we cannot, of course, be positive, but since it seems to be the only new element in the total situation, I would guess that the two factors are related.

There has been a drop of from 20% to 40% in the total payroll deductions for war bonds. In my personal opinion, this may become more serious.

While there were many prophecies that employees would both reduce their commitments in purchasing bonds and cancel their present commitments, this has not materialized since the 20% withholding tax became effective. As a matter of fact, I believe that purchases have slightly increased during July and August to date over those of May and June of this year.

**POINT 3. From various sources have come reports that, owing to the favorable turn in military events, women who had accepted industrial employment as a patriotic duty were giving up their jobs in considerable numbers on the ground that there was no longer a need to make the sacrifices that such work entailed for them. Has such a tendency become a problem in your community?**

The consensus indicates that in the majority of cases women have not been leaving war jobs, at least from the belief that they are no longer needed. In some instances there has been considerable trouble with turnover and absenteeism on the part of women, but this is attributed largely to dissatisfaction with their jobs or the feeling of need to give more time to their domestic duties.

While our turnover rate among women is much higher than it is among men, we attribute this condition to lack of familiarity with industrial work. Women who go into industry for patriotic reasons may find that the anticipated glamor is not there, and the inevitable dirt, grime, broken fingernails and hard work, as well as the noise and entire environment, are so different from what they had been led to expect by glamorous stories of war production that they have given up their jobs to go back to more nearly normal activities. We do not believe that the quit rate among

women employees has been appreciably increased by the favorable turn in military events.

There has not only been quite a noticeable increase in quits, but also in absenteeism among our women employees within recent weeks. Absenteeism, for example, was for many months about the same for female as male employees. However, within recent weeks it has practically doubled among women employees as compared with men.

The reasons for quits and absenteeism have been quite varied. Most, however, could be grouped under the general heading of "domestic." Because of recent reports of military victories and optimistic outlook regarding the termination of the war, a part of this change no doubt has been due to a general letdown.

We are finding it much more difficult to keep women at work, but I think it is just part of the general complacency of the nation that the war job is about done. Women seem to be enthusiastic to work long enough to make money to purchase something that they wish to have, for a good many, it seems to us, have taken the position that they want to get as much money as they can while the getting is good. Our younger girls in the office, clerical employees, 18 to 21, are restless, wanting to get married, and are getting married, and those who aren't doing this are pretty well upset about no male associates. The war isn't a reality to them.

Although ours is a very large organization, employing many thousands of war workers, we have learned of no cases in which women have left as a result of favorable reports on our war progress. Doubtless some have quit for this reason, but none has given such an answer during her termination interview, probably because we are constantly applying pressure not only to keep our present employees but also to obtain more. The main reason given by our women employees for leaving the company continues to be the pressure of home responsibilities, although we have determined by post-termination interviews that noise is a major factor.

It is interesting to note that some married women, upon seeing the size of the monthly deductions for income taxes, have quit their jobs, preferring to remain idle rather than see such a high percentage of family income consumed by taxes. This action has been taken, of course, in the face of need for increased war production and an acute shortage of workers.

We have run across no instances of women giving up their industrial jobs on the ground there was no longer an emergency. We are running into instances of cutbacks in production in tanks, ammunition and explosives that are causing the lay-off of large numbers of women production workers. In our own plants we are continuing our conversion of a great many jobs to operation by women.

During the last three weeks we have had a great many terminations among our women employees. The excuse given is that they are needed at home to take care of their children. In some cases these appear to be older children who are going back to school. We are inclined to believe that many of them entered employment as a patriotic duty, but now that war news has improved, they feel that there is no longer any essential necessity for making so great a sacrifice as they appeared to be willing to undertake a few months ago. Part of this is, no doubt, the result of natural fatigue, the cumulative result of an extremely long, hot summer, and other minor causes for dissatisfaction. However, I am inclined to believe that the war news has had a decided effect both upon the number of terminations and upon the number of persons applying for employment, and it appears likely that this will be an increasing problem as time goes on.

Our company has not experienced any direct fluctuation of female employment that definitely correlates with military events. We have found, however, that where a husband is earning a high wage in compari-

son with prewar days, the wife frequently quits her job and spends more time on household duties. Our experience indicates that this latter trend has more significance than the outcome of military events.

I think there has been a tendency on the part of women who had accepted industrial employment as a patriotic duty to give up their jobs not so much because of the favorable turn of military events but because the application of the withholding tax to their pay check, particularly in cases where the husband has taken the full exemption allowable for the family, has caused them to think that the net to them was not worth the effort. At least that is the most common explanation I have heard. It may be that this is further influenced by the fact that military events have appeared much more favorable than at any time since our entry into the war.

There seems to be a slight increase in voluntary turnover and absenteeism, but I think this can be traced more to the psychological effects of production cutbacks than to anything else.

## Personnel Practices

### Last Minute Tips

When men are inducted into the Armed Forces, they must make many last minute arrangements before reporting for duty. The Armstrong Cork Company has published a booklet, "Last Minute Tips," to help inducted employees wind up their personal affairs so as to obtain full protection of dependents and property with a minimum of lost motion.

The booklet contains instructions and information about company and government programs, job protection during military service, servicemen's allowances, insurance, pensions, sources of government and private aid, and other "hard-to-get" facts for the guidance of prospective selectees.

### Victory Lunch Box Roundup

Servel, Inc., which has been sponsoring a "Victory Lunch" campaign to encourage their workers to eat well balanced meals in the company cafeteria, has extended the campaign to the box lunches that workers bring to the plant. A trip to Chicago and a \$25 war bond will be awarded to the employee who enters the

best lunch in the "Victory Lunch Box Roundup" contest, while other prizes of various denominations of war bonds and stamps will be awarded to nine other winners. In order to surprise the contestants, there will be no advance announcement of when the lunch boxes will be rounded up.

The lunches are to be judged on the following qualities: health values, suitability of food for lunch boxes, cleanliness, neatness, economy, care in wrapping and packing, appetite appeal, digestibility, preparation for ease in eating, combinations of food for color, flavor and texture.

### Plant Fire Protection

The training of nearly 2,000 Douglas Aircraft Company employees in fire prevention and fire fighting has been a good investment, according to the August issue of the *Douglas Airview*. Of 78 fires that started in Douglas plants last year, 72 were extinguished immediately by volunteers, the others being handled so promptly by regular company firemen that the total fire loss for the year was only \$2,100.

# Wage and Salary Stabilization

## REVISIONS OF FOUR WLB ORDERS

GENERAL Order No. 7, issued by the National War Labor Board on October 28, 1942, stated in effect that increases in wage and salary rates made in compliance with the administration of the Fair Labor Standards Act or state laws similar thereto are not in conflict with the Wage and Salary Stabilization Order. This was reinforced by General Order No. 30, issued on March 16, 1943, stating in effect that increases in wage and salary rates which do not bring such rates above 40¢ an hour may be made without approval of the WLB if there is no adverse effect on price ceilings.

### REVISED ORDER No. 7

On August 2, 1943, the War Labor Board amended General Order No. 7 to read substantially as follows:

Since state statutes and orders fixing minimum rates for certain types of workers carry out the true purposes and intent of the Fair Labor Standards Act . . . the NWLB hereby approves pay increases made in compliance with such statutes and orders, provided, however, that in the case of state statutes or orders effective after April 8, 1943, increases directed thereby which would result in a pay rate in excess of 50¢ per hour, may not be made without the approval of the Board.

### ORDER No. 14

General Order No. 14, adopted by the WLB on November 24, 1942, authorized the War Department to pass on wage and salary adjustments for designated civilian employees. It stated, in effect, that authority to approve wage adjustments relating to civilian employees of the War Department, Army Exchange Service, or government-owned, privately operated war plants, is delegated by WLB to a special agency under the Secretary of War, designated "War Department Agency." It stated that rulings of the agency are to be transmitted to WLB for review.

On August 17, General Order No. 14 was amended by the WLB. Only Sections C and I were substantially affected. A new paragraph in Section C follows:

Applications for approval of voluntary wage adjustments within the jurisdiction of the War Department Agency shall state whether or not the adjustment if granted may increase production costs above the level prevailing in comparable plants or establishments. If the answer is in the affirmative, the War Department

Agency shall send to the WLB for processing to the Office of the Director of Economic Stabilization a copy of the application and a copy of its ruling at the time of issuance thereof for approval as mentioned above.

Section I of the original order states that War Department agency rulings in connection with wage disputes shall be final. In the amended order the United States Conciliation Service is designated to handle the first step in the dispute procedure:

The dispute shall first be referred for negotiation to the U. S. Conciliation Service. If an agreement is reached, that portion of the agreement pertaining to wages shall be submitted to the War Department Agency for approval. If no agreement is reached, the dispute shall be referred for decision to the appropriate Regional Board, subject to the regular rules of procedure of the National War Labor Board. At the same time, the War Department Agency shall be notified of the dispute and the nature of the case. On its own initiative the Agency may request the Regional Board for any information concerning the case. When a decision has been reached by the Regional Board, copies of the Board's decision shall be sent to the War Department Agency and the Wage Stabilization Director of the National War Labor Board at the same time that copies are sent to the parties in the dispute. Within the fourteen-day period allowed for filing a petition for review, the War Department Agency may request a review of the case according to the rules of procedure, as amended, of the National War Labor Board.

### ORDER No. 23

General Order No. 23, adopted by the WLB in December, 1942, stated in effect that authority over pay adjustments relating to persons within the Territory of Alaska is delegated to the Territorial Representative of the Wage and Hour and Public Contracts Division of the United States Department of Labor. It was stated further that copies of rulings of the Territorial Representative shall be transmitted to the Alaska Advisory Board and will be subject to the ultimate review and modification (nonretroactive) of the WLB.

In August, 1943, the provisions of General Order No. 23 that were adopted December 18, 1942, were superseded by new provisions adopted May 14, 1943. Section (a) of the new provisions states that under wage and salary stabilization procedure, Alaska is to be considered a part of Region XII of the NWLB.

Sections (c) and (d) announce the appointment of a Wage Stabilization Director within the Territory of Alaska "who shall exercise the same authority within the territory as that exercised by the Wage Stabilization Director in Region XII."

Section (c) states in part that "there shall be appointed a Regional Attorney and Disputes Director within the Territory of Alaska, who shall exercise the same authority within the territory as that exercised by the Regional Attorney and Disputes Director in Region XII."

### ORDER No. 31

General Order No. 31, relating to wage and salary schedules and to plans for making pay adjustments under such schedules, was made public by the WLB on May 31, 1943. On August 23, 1943, the WLB announced a revision of Order No. 31. The amended order contains three major section headings covering the following subjects: I. employers of 30 or fewer employees; II. employers of 31 or more employees; III. guides for obtaining board approval where required. A condensed version of the essential information in Sections I and II follows:

#### Section I—30 or fewer employees

In the case of employers of 30 or fewer employees, improved quantity and/or quality may be made the basis for individual increases in wage or salary rates without regard to the requirements of General Orders 5, 9 or 31, provided total individual increases do not exceed 10¢ per straight-time hour during any year (beginning July 1, 1943) and the total amount expended on such increases during any such year shall not exceed an average of 5¢ per straight-time hour for all the employees in the establishment.

Such increases shall not result in individual rates in excess of the highest rate paid between July 1, 1942, and June 30, 1943, for jobs of similar skill, duties and responsibility.

Such increases shall not result in any appreciable increase in the level of production costs and shall not have an adverse effect on prices.

### Correction and Supplement

In the article "Trends in Wartime Pension Plans," which appeared in the *Management Record* for August, a typographical error was made. In describing the Treasury Department's regulations governing the integration of company pensions with Social Security benefits under plans restricted to employees earning more than \$3,000 per year, it was stated in the second paragraph, second column, page 337, that total government benefits should be considered as 15% of the

#### Section II—31 or more employees

In order to make individual increases under a schedule within the meaning of General Orders 5 and 9 an employer must have (a) job classification wage or salary rates or rate ranges and (b) a "plan" for making individual adjustments within and between such wage or salary rates or rate ranges.

Employers who have no plan for making individual pay adjustments within given ranges may adopt the following plan without obtaining approval from the NWLB:

Total merit and automatic length-of-service increases to any individual employee shall not exceed, during any year (beginning July 1, 1943), 10¢ per straight-time hour or more than two-thirds of the difference between the appropriate minimum and maximum rates, whichever increase is greater. The total amount expended on such increase during any such year shall not exceed an average of 5¢ per straight-time hour for all employees in the establishment under WLB jurisdiction.

When promoted or reclassified to a higher-rated job an employee may receive a rate not in excess of 15% above his rate on his former job or the minimum rate for the new job, whichever is higher; provided, however, that where an employee has special ability and experience, he may be paid a rate within the appropriate range corresponding to such ability and experience.

Following are general rules affecting pay adjustments under wage and salary schedules:

(1) Each job classification must be clearly distinguished and described.

(2) No appreciable increases in the level of production costs may result from individual rate adjustments, nor shall such adjustments furnish a basis either to increase prices or to resist otherwise justifiable reductions in prices.

(3) Individual rate adjustments may not be made the basis for an application to the National War Labor Board for approval of wage or salary rate increases to eliminate intra-establishment inequities.

E. S. HORNING  
*Management Research Division*

primary benefits. This figure should have been 150%.

Attention is also called to Treasury Mimeograph 5539, issued since the article was written, which supplements Regulation T.D. 5278. It explains in detail the formulas which may be used in integrating company pensions with the federal old-age benefits under plans which limit participation to employees earning more than a specified wage or salary, such as monthly earnings of \$200 or \$250.

## Trends in Collective Bargaining<sup>1</sup>

Approximately 12,000 textile employees in the world's oldest and largest cotton textile manufacturing area will receive extended social security protection as a result of a collective bargaining agreement concluded on June 19 between the New Bedford (Massachusetts) Cotton Manufacturers Association and the Textile Workers Union (CIO). The social security clause reads as follows:

Each member mill shall procure and maintain in force during the life of this Agreement an insurance policy providing the following benefits for its employees:

*Life Insurance.* \$500  
(\$500 additional if death is accidental)

*Hospitalization.* Limit: 31 days during any one continuous period of disability. \$4.00 daily with \$20.00 special benefits. (This becomes payable only if the employee is actually admitted to a regular hospital and remains there for 18 hours or longer.)

*Sickness and Accident Benefits.* \$10.50 a week. Maximum: 13 weeks for any one continuous period of disability. Maximum for female disability arising from one pregnancy: six weeks. Sickness benefits are payable from the eighth day of disability; accident benefit is payable from the first day. (These benefits cover nonoccupational accidents and diseases not already covered by Workmen's Compensation.)

### *Dismemberment Benefits*

(The amount to vary with the extent of the injury, but the Principal Sum to be \$500.)

It is understood that the member mills will not operate this insurance benefit plan themselves, but will obtain a policy from a reputable and established insurance company, which will administer the benefits described above. These benefits will be subject to such conditions and limitations as standard practice in the insurance business prescribes. New employees shall become eligible for these benefits after such period of time following their employment as is prescribed in ordinary group policies of this type.

Despite the January 2, 1943, decision by WLB in the case of Niles-Bement-Pond Company (Pratt & Whitney Division) in which the board stated that

<sup>1</sup>In presenting "Trends in Collective Bargaining," it cannot be overemphasized that there is no "patent medicine" formula for carrying on negotiations between employers and employees.

Economic conditions in industry, cost of living changes, technological problems, community conditions, living standards, available manpower, attitudes and many other factors play an important part at the collective bargaining conference table.

the union, not the company, should pay union stewards for time spent in settling grievances, the War Labor Board now tells the Morse Chain Company that union stewards are to be compensated by the company for time spent in adjusting grievances, regardless of whether federal or state mediation officials are in attendance. But when the meeting is held off plant premises, or the purpose is to negotiate contract changes, the management has no obligation to pay for lost time.

United States Circuit Court of Appeals in San Francisco upholds two co-existing grievance procedures at the North American Aviation Company, Inc.—one that was specified in the union contract, another that is for the use of an individual employee who wishes to ignore the contract and go to the management as an individual. In setting aside an NLRB order instructing the North American Aviation Company to abolish as illegal the individual system, the Circuit Court says that the Wagner Act guarantees workers the right to present individual grievances. The NLRB will probably ask the United States Supreme Court to review the Circuit Court decision.

Regional WLB at Cleveland has directed the National Carbon Company to post a simply worded notice at its local plant, informing workers that those who are members of the UERMWA (CIO) after fifteen days would be bound to membership for the life of the union contract but were free to resign from the union during the 15-day period.

The formula for maintenance of membership must be adhered to at the American Hoist and Derrick Company, according to the WLB, despite the company's interpretation of the Smith-Connally law as freezing labor agreements.

White-collar workers who have lagged behind in the current wage picture are receiving substantial increases in four New York City title and trust companies. In approving the increases, WLB does not go beyond stabilization bounds.

A feud of long standing has broken out again in Chicago between the Donnelley Printing Company and the Allied Printing Trades (AFL). The Donnelley management maintains that the case belongs to the NLRB because union employees are in a minor-

ity. The printers' union demands that WLB issue a directive ordering the company to negotiate.

Profit-sharing plans negotiated between the Barkin-Levin Company of New York and its employees have failed to win WLB approval. Part of the payroll was to accumulate until after the war, and would then be paid to the workers.

Some union leaders in the AFL and CIO are emphasizing the fact that industry-wide wage rates must be established. Further developments regarding this question will bear watching. For years, CIO and some AFL leaders have been in favor of industry-wide collective bargaining.

An agreement between the A. B. Zuckert and the Sunlite Manufacturing Company in Milwaukee, both under contractual relationship with the International Ladies' Garment Workers Union (AFL), gives hospitalization, sick and death benefits to 600 employees of the two firms. The amount of the sick benefit where hospitalization is not required is \$15 a week, with \$500 allowed on the death of a policyholder. The firms are paying for the entire insurance program and have paid a year's premium in advance to the Union Labor Life Insurance Company.

The Bedaux system is on the grill again, this time by the United Mine Workers. The union wants the system abolished at the Nitro Pencil Company in Cleveland. The regional WLB has not acceded to the union's request but has told the company to simplify its instructions to employees in figuring out their earnings. The crusade by the unions against the Bedaux system began back in the early Thirties.

Demands by the CIO Auto Workers for "jobs and land" seem to be the basis for a political labor group to be guided, inspired and led by CIO and a few AFL unions. The Railroad Brotherhoods are on the fence. Labor leaders of the Gompers school of thought in the AFL camp stress the fact that the overwhelming majority of American union members are not politically homogeneous. On the other hand, Lewis Merrill, president of the United Office and Professional Workers (CIO), has this to say on political action by unions:

The world is changing fast, whether we like it or not. Our right to take an active part in making those

changes go in our direction depends on whether we use the economic and political strength at our disposal.

An agreement between the Ontario local of the United Steelworkers of America (CIO) and the International Harvester Company of Canada includes the following clauses:

In no case shall permanent piece-work prices be established until the method of manufacture and the quality and quantity of production have been satisfactorily determined, which shall be done without undue delay.

All time studies for the purpose of establishing or changing piece-work prices shall be made with the knowledge of the employee affected, and all such studies shall take into consideration all details of the complete operation.

Several collective bargaining agreements in force in Canada have a postwar clause which is believed by employer and employee representatives to involve changes in shop steward systems, job description classifications, etc., as well as joint cooperation to bring about the use of the company's facilities in peacetime production plans. The clause reads as follows:

The Company and the Union agree to cooperate as conditions may permit in conjunction with government authorities to have the plants of the Company included in Canadian postwar plans, with the object of doing everything possible to make effective definite plans which will provide for the fullest operation of the plants on peacetime production.

The AFL executive council, in session in Chicago during the week of August 9, pledged protection of seniority rights to men in the Armed Services to facilitate their return to former jobs.

Philip Murray's United Steelworkers of America have acted to end "wildcat" strikes in the Gary and South Chicago plants of the Carnegie-Illinois Steel Corporation. The union says that it will suspend any of its members who are found guilty of participating in or sponsoring unauthorized work stoppages.

In several recent cases the strikers' grievances at the above plants were based on pay rates and the walkout occurred while the grievances were being considered.

The Gary local has adopted a resolution which will prosecute members responsible for "wildcats" by expelling them from the union.

A. A. D.

## Absenteeism during June

INDUSTRIAL employees lost 36,420,000 man days in June because of sickness, nonindustrial accidents and absences for personal reasons, according to an estimate made by THE CONFERENCE BOARD. This total represents a drop of more than 5 million man days from the 41,500,000 man days lost in May. Since there were only 100,000 fewer men employed in June than in May, according to the Bureau of Labor Statistics, a substantial reduction in absenteeism occurred in June. There was an average loss of only .6 day for each male employee in June against .8 day in May, while women lost an average of 1.4 days in each month.

The June survey covered forty-five plants located in fifteen states and the District of Columbia, and employing 102,816 persons. The plants represented were about 77% engaged in the production of war materials. Approximately 73% of the men and 63% of the women were factory workers; the remainder worked in offices.

Short-term absences among women occurred at the rate of 358 per thousand, and long-term absences at a rate of 98 per thousand. The combined rate was 456 per thousand, with each absence averaging 3.0 days.

Out of every 1,000 men, there was an average of 141 absences for short-term periods and 40 for longer terms. The combined rate was 181 absences per thousand, with an average loss of 3.4 days an absence.

TABLE 1: AVERAGE WEEKLY WORK HOURS

	Avg. Work Week in Factory	Avg. Work Week in Office
Men.....	48.3	39.3
Women.....	44.8	40.3
Combined.....	47.3	39.7

### HOURS OF WORK

Table 1 shows the average weekly work hours in factory and office for June. In the report as a whole, men worked 46.5 hours a week on an average, or 3.4 hours more than women.

Data on hours and absenteeism for women are given in Table 2, and the relationship of absenteeism to hours of work for male employees is shown in Table 3. Hours of work apparently have a much greater effect upon the absence frequency rate of women than of men. However, the number of days lost an absence is slightly higher for men than for

TABLE 2: FREQUENCY AND DURATION OF ABSENCE AMONG 30,220 FEMALE EMPLOYEES, JUNE, 1943 IN RELATION TO HOURS WORKED A WEEK

Weekly Work Hours	Average Number of Absences for 1,000 Employees			Average Days Lost an Absence			Average Number of Days Lost an Employee
	Short-term	Long-term	All Absences	Short-term	Long-term	All Absences	
55-59 ..	330	107	437	1.8	4.3	2.4	1.1
50-54 ..	217	56	273	1.4	5.4	2.2	.6
45-49 ..	499	95	594	1.4	8.2	2.5	1.5
40-44 ..	344	138	482	1.6	8.4	3.4	1.7
35-39 ..	153	40	193	1.4	9.3	3.0	.6
Total ..	858	98	456	1.5	8.3	3.0	1.4

TABLE 3: FREQUENCY AND DURATION OF ABSENCE AMONG 72,596 MALE EMPLOYEES IN JUNE, 1943 IN RELATION TO HOURS WORKED A WEEK

Weekly Work Hours	Average Number of Absences for 1,000 Employees			Average Days Lost an Absence			Average Number of Days Lost an Employee
	Short-term	Long-term	All Absences	Short-term	Long-term	All Absences	
Over 60 ..	119	46	165	2.0	16.4	6.0	1.0
55-59 ..	304	71	375	1.4	5.6	2.2	.8
50-54 ..	247	62	309	1.5	7.5	2.7	.8
45-49 ..	189	50	239	1.6	8.1	2.9	.7
40-44 ..	113	31	144	1.5	9.8	3.3	.5
35-39 ..	45	20	65	1.5	16.8	6.3	.4
Total ..	141	40	181	1.6	9.9	3.4	.6

women. The rates of absence in the group working 35-39 hours a week and in that working over 54 hours are not significant as they were composed of small samples.

### REASONS FOR ABSENCE

The reports of 39 plants employing 82,489 persons are analyzed in Table 4 to show the relative importance of illness, nonindustrial accidents and absence for personal reasons. Illness accounted for 46.6% of

TABLE 4: FREQUENCY AND DURATION OF ABSENCE AMONG 57,892 MALE AND 24,597 FEMALE EMPLOYEES, JUNE, 1943, ACCORDING TO REASONS FOR ABSENCE

Classification	Short-term Absences			Long-term Absences			All Absences		
	Ill	Accident	Other	Ill	Accident	Other	Ill	Accident	Other
Absences per 1,000 men ..	67	1	84	27	1	15	94	2	99
1,000 women ..	179	2	233	54	2	54	233	4	287
Days lost an absence									
Men.....	1.6	1.7	1.6	11.7	11.5	6.6	4.4	5.9	2.4
Women....	1.5	1.5	1.5	9.3	9.7	7.2	3.3	4.2	2.6

TABLE 5: CHANGE IN EMPLOYMENT  
MAY TO JUNE, 1943

Companies on War Production	Men	Women	Total
100%	+1.2%	+6.4%	+2.5%
75%–99%	-0.1	+0.6	+0.1
50%–74%	-0.7	+2.5	+0.1
Under 50%	-1.0	+0.5	-0.5
Combined	+0.1	+3.0	+0.9

the absences, personal reasons for 52.5%, and non-industrial accidents for less than 1.0%. These causes were responsible for 57.0%, 41.4% and 1.6%, respectively, of the total time lost.

Women showed a slightly greater tendency to be absent for personal reasons, with 54% of their absences reported under this category, compared with 51% for men. Illness reasons were second in impor-

tance, accounting for 45% of women's absences, and for 48% of men's absences. Nonindustrial accidents were almost negligible, accounting for about 1% in each case.

#### TRENDS IN EMPLOYMENT

Thirty-six companies increased the number of employees on their payrolls .9% from May to June. This is the first time since February that an increase in employment has been recorded in this index. Industry seems to be losing fewer men in all categories and gaining women at a greater rate than it is losing men in all except the group that is less than 50% engaged on war production.

ISABEL RODGERS  
Management Research Division

### Wage-increase Announcements<sup>1</sup>, August 1 to August 31

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
American Can Company.....	Brooklyn, N. Y.	5¢/hr. 8¢/hr.	1,400	To women To men
American Screw Company.....	Providence, R. I.	5% 5%	1,300 ....	To hourly rated workers To all office workers
Armstrong Cork Company.....	Pennsylvania and New Jersey	5¢-7¢/hr.	2,000	Retroactive to January 1, 1943
E. B. Badger & Sons Company.....	Boston, Mass.	12¢/hr.	469	To office workers. Retroactive to May 3, 1943
Bay City Shovel Company.....	Bay City, Mich.	6½¢/hr.	400	Retroactive to June 6, 1943
Campello Shank Company.....	Brockton, Mass.	3½¢/hr.	100	To shoe workers. Retroactive to December 17, 1942
Colorado Growers Cooperative.....	Palisade, Colo.	10¢/hr.	600	To hourly rated and piece work employees
Connecticut Company.....	Hartford, Conn.	10¢/hr.	700	To hourly paid workers
Connecticut Railway & Lighting Company.....	Bridgeport, Conn.	10¢/hr.	667	Retroactive to April 1, 1943
Federal Telephone & Radio Corporation.....	Newark, N. J.	7¢/hr.	6,400	
Hotel Association of New York City, Inc.....	New York City	\$1.50-\$3/wk.	22,000	To hotel workers. Retroactive to June 1, 1943
International Smelting & Refining Company.....	Perth Amboy, N. J.	3¢/hr.	1,350	Retroactive to July 20, 1942
Metropolitan Body Company.....	Bridgeport, Conn.	5¢/hr.	400	Retroactive to September 24, 1942
Michigan River & Timber Company.....	Walden, Colo.	5¢/hr.	120	
Millville Manufacturing Company.....	Millville, N. J.	3½¢/hr.	1,000	Retroactive to November 22, 1942
National Biscuit Company.....	10 plants	2¢/hr.	8,600	
Nedick's Stores.....	New York and New Jersey	5¢/hr.	580	
Carl L. Norden Company, Inc.....	New York City	5¢/hr.	2,600	Retroactive to February 12, 1943
Pacific Telephone & Telegraph Company.....	California and Nevada	\$3-\$5/wk.	500	To maintenance workers
Peerless Fibre Company.....	Cohoes, N. Y.	5¢/hr.	...	To all employees
Pennsylvania Excavating Truckers Association.....	Philadelphia, Pa.	7¢/hr.	300	To drivers and helpers. Retroactive to September 1, 1942
Public Service Electric & Gas Company.....	Newark, N. J.	\$8/wk.	3,400	To employees in operating department. Retroactive to February 5, 1943
Scaife Company.....	Oakmont, Pa.	5½¢/hr.	1,000	Retroactive to February 15, 1942
Timken-Detroit Axle Company.....	Detroit, Mich.	6½¢/hr.	....	To hourly rated employees
Universal Match Corporation.....	St. Louis, Mo.	5¢/hr.	200	
Windsor Print Works.....	North Adams, Mass.	5¢/hr.	400	
5 Department Stores.....	Minneapolis, Minn.	5¢/hr.	100	To elevator operators and porters. Retroactive to June 1, 1942
260 Laundry Companies.....	New York City metropolitan area	5.7¢/hr. (avg.)	20,000	
Painters and Decorators.....	New York City	7½%	10,000	Retroactive to June 1, 1943
Upholstered Furniture Industry.....	New York City	2¢-10¢/hr.	375	

<sup>1</sup>Includes salary-increase announcements.

## Monthly Review of Labor Statistics, July-August, 1943

A DECLINE of 0.9% from July to August in the cost of the wartime food budget of families of wage earners and lower-salaried clerical workers in the United States caused the second successive decline in total living costs—a drop of 0.3%. With the exception of housing, which remained unchanged, all other major components of the index showed advances. Clothing prices rose 0.4% and sundries and fuel and light each advanced 0.1%, although there was no increase in the prices of gas and electricity.

Although the June-to-July and July-to-August decreases in total living costs are the first which have occurred in over two and a half years, they do not necessarily mark the beginning of a downward trend in living costs. The usual seasonal decline in the price of fresh vegetables was the major cause of the 2.9% drop in food costs and the resultant 1.2% decline in total living costs between June and July. Lower meat prices as a result of government rollback measures were also an important contributing factor. The July-to-August decline in food prices was also caused mainly by seasonal dips in the prices of fresh vegetables and by further reductions in meat prices.

A new program to cut back the cost of living at least 2.3% was announced on September 13 by Chester A. Bowles, the general manager of the OPA. The key to the program is to be the reduction of food costs by subsidizing transportation costs and extending production bonuses to producers and processors.

Items specifically mentioned whose prices will be reduced were apples, oranges, onions, peanut butter, lard, edible vegetable oils and potatoes. An attempt is also to be made to establish a price control structure for winter vegetables in an effort to bring consumer costs down at least 15% from the levels reached last winter. All fresh fruits and vegetables will come under the program. Although the total cost of the proposed program is not known, Mr. Bowles estimated the annual cost at about \$100,000,000. The value of such a subsidizing program is doubtful unless the savings in food costs to the consumer will exceed the cost of the program, for otherwise probable increases in taxes will offset any gains made.

### EARNINGS AND HOURS

Hourly earnings of workers in the twenty-five manufacturing industries regularly studied by THE CONFERENCE BOARD continued their upward trend with a rise of 0.3% in July to reach a new high level of \$1.019. Because of a 0.5% decline in the average number of hours worked, however, weekly earnings declined 0.1%.

This is the first decline to occur in weekly earnings since July, 1941, when a sharp decline in hours worked caused a temporary break in the trend. Despite this set-back average hours worked per week per worker in July were 45.0, only slightly lower than the 45.3 hours worked in May, the highest level reached since April, 1930. A greater decrease in living

### PERCENTAGE CHANGES IN THE COST OF LIVING ON WARTIME BUDGETS IN 69 CITIES JULY TO AUGUST, 1943

Source: THE CONFERENCE BOARD

City	Percentage Change	City	Percentage Change	City	Percentage Change	City	Percentage Change
Bridgeport.....	+1.5	Boston.....	0	Lynn.....	-0.3	Rochester.....	-0.6
Atlanta.....	+0.8	Houston.....	0	Parkersburg, W. Va. ....	-0.3	Spokane.....	-0.6
Front Royal, Va. ....	+0.6	Richmond.....	0	Portland, Ore. ....	-0.3	Youngstown.....	-0.6
Indianapolis.....	+0.6	Birmingham.....	-0.2	San Francisco.....	-0.3	Akron.....	-0.7
Kansas City, Mo. ....	+0.6	Chicago.....	-0.2	Cleveland.....	-0.4	Dayton.....	-0.7
Memphis.....	+0.6	Duluth.....	-0.2	Grand Rapids.....	-0.4	Providence.....	-0.7
Detroit.....	+0.4	Fall River.....	-0.2	Joliet, Ill. ....	-0.4	Roanoke, Va. ....	-0.7
Los Angeles.....	+0.4	Huntington, W. Va. ....	-0.2	Minneapolis.....	-0.4	Wilmington, Del. ....	-0.8
Des Moines.....	+0.3	Louisville.....	-0.2	New Haven.....	-0.4	Meadville, Pa. ....	-0.9
Evansville, Ind. ....	+0.3	New Orleans.....	-0.2	New York.....	-0.4	Milwaukee.....	-0.9
Chattanooga.....	+0.2	Omaha.....	-0.2	St. Louis.....	-0.4	Saginaw, Mich. ....	-0.9
Erie, Pa. ....	+0.2	Philadelphia.....	-0.2	St. Paul.....	-0.5	Buffalo.....	-1.0
Anderson, Ind. ....	+0.1	Rockford, Ill. ....	-0.2	Toledo.....	-0.5	Pittsburgh.....	-1.0
Dallas.....	+0.1	Sacramento.....	-0.2	Baltimore.....	-0.6	Newark.....	-1.1
Macon.....	+0.1	Seattle.....	-0.2	Cincinnati.....	-0.6	Wausau, Wis. ....	-1.4
Muskegon.....	+0.1	Syracuse.....	-0.2	Lansing.....	-0.6	Denver.....	-1.6
Oakland.....	+0.1	Lewistown, Pa. ....	-0.3	Manchester, N. H. ....	-0.6	Flint, Mich. ....	-1.8
Trenton, N. J. ....	+0.1						

costs than that which occurred in weekly earnings, caused "real" weekly earnings to advance 1.0% in July. Employment, manhours and payrolls were all off fractionally in July. An 0.1% decline in employment, coupled with the decline in hours worked, caused a drop in man hours of 0.6% and in payrolls of 0.3%.

In July, the average worker in the twenty-five manufacturing industries worked 45.0 hours at \$1.019 per hour, earning \$46.10 for the week.

**WAGE-RATE INCREASES AND WORKERS  
AFFECTED**

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Wage Earners Affected	Wage-rate Increase
1942		
July.....	4.6%	7.1%
August.....	9.6	5.8
September.....	5.7	6.5
October.....	5.3	6.7
November.....	6.6	6.7
December.....	2.0	5.0
1943		
January.....	0.6	14.4
February.....	1.3	7.6
March.....	0.9	6.0
April.....	0.6	5.9
May.....	1.3	7.9
June.....	0.7	6.9
July.....	1.1	7.8

**Wage-rate Increases**

The average wage-rate increase received in July by wage earners in the twenty-five manufacturing industries who received increases was 7.8%, or slightly greater than the average for the previous year. The average number of workers in the twenty-five industries affected by wage-rate increases in July was 1.1%. Although this is slightly above the 0.9% average of the previous six months, it is considerably lower than the average for the last half of 1942—5.6%—and is a very tangible indication of the results of the War Labor Board's wage stabilization policy.

An outstanding event in the history of wartime wage administration occurred on September 6, when the National War Labor Board, in an effort to bolster lagging production in the Seattle and Renton plants of the Boeing Aircraft Company, unanimously approved a new job classification and wage-rate schedule which will increase wages up to 20% in the two plants. These approved increases are in addition to the 15% increase allowed under the Little Steel formula. The lag in production of critically needed "Flying Fortresses," which resulted from the loss of work-

ers to shipyards and other higher paying industries in the Seattle area, led the WLB to use the power granted them by the President to raise wages to the highest rates found to be sound and tested. This power was to be used only in those rare and unusual cases where the critical needs of war production were endangered. Mr. Davis, Chairman of the War Labor Board, declared, ". . . it was one of the rarest and most unusual cases brought to us."

**STRIKES**

As the regular monthly strike figures of the United States Bureau of Labor Statistics are not yet available, there is no accurate measurement of the effect of the passage of the Smith-Connally anti-strike act on strike activity during the first full month following its enactment. THE CONFERENCE BOARD's table of strike activity, appearing in last month's *Management Record* and based upon incomplete reports appearing in the daily press, indicates that despite the gradual diminution of the coal strikes, strike activity in general was substantial. The same is true in August.

Has the Smith-Connally Act been sufficient to curb strikes? To strengthen the hand of the War Labor Board in dealing with strikes, the President on August 18 sent a letter to William H. Davis, Chairman of the WLB, decreeing the sanctions that could be used in the event that either employer or employees refused to abide by the rulings of the board. Outstanding points of this letter were: (1) the President recommended the use of less drastic sanctions than plant seizure in cases where management is at fault, suggesting the control of war contracts, essential materials, transportation and fuel as alternative possibilities; (2) although still feeling that plant seizure was sometimes necessary where the employees were at fault, the President recommended the suspension of benefits, privileges or rights accruing to the union under any existing or proposed agreement and the holding in escrow of union funds resulting from check-off; (3) he also recommended additional sanctions which could be imposed by the Selective Service and War Manpower Commissions.

It was undoubtedly the hope of members of Congress when they passed the Smith-Connally Act that workers would hesitate to vote a strike interrupting war production after giving proper thought to it. The facts of the past two months, however, dampen these hopes. The 30-day notice of strike intention was filed by 180 groups of employees during the first two months following the bill's passage. Votes have so far been taken in only thirteen cases and in every case the vote ranged from 60% to 100% in favor of a strike. So far, seventy-five of the petitions have been

withdrawn, indicating the possibility that the device of asking for a strike vote is being used as a means of bringing pressure to bear on the employer.

What is most important is the number of so-called "wildcat" strikes which are delaying production in violation of the Smith-Connally Act. Because of the loose wording of the act, particularly that portion which reads, "No individual shall be deemed to have violated the provisions (of the Act) by reason only of his having refused to continue to work or to accept employment," it is exceedingly difficult to bring to bear the penal power of the act. Even though strikes appear to be well organized and timed, they are sometimes termed "wildcat" by union leaders who declare they are powerless to control them.

The Brewster Aeronautical Corporation strike, lasting four days and involving 4,000 workers, is an example of the problems not yet solved by the strike law.

A "wildcat" strike flared up following the taking into custody of four Coast Guard members of the local union who refused to obey orders of a commissioned Coast Guard officer in charge of guard posts, an act over which the management had no control. Despite a firm telegram by the War Labor Board, the strike continued, interrupting essential war production. Appeals to the union leaders met with the answer that they had no control over the strikers. After four days, the strikers returned to work, stating they would call a strike vote following the 30-day period prescribed by the Smith-Connally Act. In the meantime, valuable production was lost and the government machinery, designed for the avoidance of such work losses, was by-passed.

G. CLARK THOMPSON  
*Division of Labor Statistics*

## Strikes and Turnover Rates

ALTHOUGH complete Bureau of Labor Statistics strike figures for July are not available, figures compiled by THE CONFERENCE BOARD, although incomplete, seem to indicate no reduction in strike activity as a result of the recent anti-strike legislation. This is true for the month of August as well.

Actual strikes by coal miners throughout the country have almost died out although flare-ups have occurred in scattered areas in Ohio, Alabama and Pennsylvania. The main interest of the public has been focussed on the legal actions during the month. A motion was filed in Federal District Court in Pittsburgh on August 10 to quash five indictments against thirty miners charged with violating the law by "wildcat" strikes in the southwestern Pennsylvania area between June 30 and July 10. The motion charged that the Smith-Connally law is unconstitutional in that it violates the first and thirteenth amendments, depriving persons of free speech and free assemblage and annulling the provision guaranteeing that "involuntary servitude" shall not exist in the United States. On August 18, Federal Judge F. P. Schoonmaker overruled this defense motion to quash the indictments. He upheld the Smith-Connally Act as a valid exercise of war powers and said that "the powers of the Government known as 'war powers' are almost without limit." Suspended sentences of six months each and a probation period of three years were imposed on 27 of the miners who pleaded no

contest to the charges listed above. The other three were unable to appear because of injuries received in a mine accident and will appear on October 11 to enter their pleas. These men were the first to be prosecuted under the War Labor Disputes Act.

On August 14, it was announced by the Coal Mines Administration that surveys of the productive efficiency of a large number of mines were under way to determine whether they could be released from federal control. The Smith-Connally Act provides that the mines must be returned to their owners as soon as practicable or at most not later than 60 days after restoration of the production efficiency which prevailed before the government took them over. The first mines were returned to five companies on August 20, when it was decided that federal operation was not necessary to insure uninterrupted wartime coal production. (A number of Illinois mines had been returned to their owners a few days after their seizure when a pledge had been made by the AFL union members there that they would not strike.) On August 23 the mines of 53 more companies were returned to their owners. This action affected over 100 of the original 3,700 mines operated by the government since May 1.

A Presidential Order on August 18 gave the War Labor Board the power to withhold the union's check-off dues from them or to eliminate other major contract benefits. Individual draft deferments were al-

LABOR DISPUTES ORIGINATING DURING THE MONTH OF AUGUST, 1943<sup>1</sup>

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Involved
<b>Manufacturing, Building, and Mining</b>				
Albion Malleable Iron Company.....	Albion, Mich.	8/16	8/16	n.a.
American Shipbuilding Company.....	Lorain, Ohio	10	11	3,500
American Steel and Wire Company <sup>2</sup> .....	Cleveland, Ohio	17	19	3,250
Bethlehem Steel Company—Sparrows Point shipyard.....	Sparrows Point, Md.	2	3	n.a.
Blue Diamond Coal Company, Inc.....	Fork Ridge, Ky.	26	31	300
Brewster Aeronautical Corporation.....	Johnsville, Penna.	23	26	4,000
Budd Wheel Company.....	Detroit, Mich.	11	13	n.a.
Campbell, Wyant, and Cannon Foundry Company.....	Muskegon H'ts, Mich.	13	16	900
Central Paper Company, Incorporated.....	Muskegon, Mich.	14	16	600
Chrysler Corporation—Dodge Truck plant.....	Detroit, Mich.	12	12	2,200
Kercheval plant.....	Detroit, Mich.	18	..	a
Lynch Road plant.....	Detroit, Mich.	9	12b	850
Coal miners <sup>3</sup> .....	Alabama	26	..	700
Coal miners <sup>4</sup> .....	Ohio	26	..	2,150
Coal miners <sup>5</sup> .....	Shenandoah, Penna.	13	..	1,000
Coal miners <sup>6</sup> .....	Wilkes Barre, Penna.	2	4	1,400
Consolidated Vultee Aircraft Corporation.....	Nashville, Tenn.	24	25	n.a.
Construction workers.....	West Point, N. Y.	16	23	800
Continental Motors Corporation.....	Detroit, Mich.	11	12	3,600
Crosby Company.....	Buffalo, N. Y.	11	..	450
Defoe Shipbuilding Company.....	Bay City, Mich.	18	..	400
Diamond State Tanning Company.....	Wilmington, Del.	31	9/1	n.a.
Essex Wire Corporation.....	Detroit, Mich.	13	..	1,500
Ford Motor Company—Lincoln plant.....	Detroit, Mich.	13	8/18	212
River Rouge plant.....	River Rouge, Mich.	2	3	260
River Rouge plant.....	River Rouge, Mich.	19	19	312
River Rouge plant.....	River Rouge, Mich.	24	..	20
River Rouge plant.....	River Rouge, Mich.	30	30	500
Ingalls Shipbuilding Corporation.....	Pascagoula, Miss.	2	4	1,000
Jamestown Metal Equipment Company, Inc.....	Jamestown, N. Y.	30	..	28
Lake Erie Engineering Corporation.....	Buffalo, N. Y.	4	..	135
Lee Clay Products Company, Inc.....	Rowan County, Ky.	23	25	150
Midland Steel Products Company.....	Detroit, Mich.	13	13	400
Murray Corporation of America.....	Detroit, Mich.	28	30	9,000
New Haven Foundry.....	New Haven, Mich.	5	11	n.a.
Penick and Ford, Ltd., Incorporated.....	Cedar Rapids, Iowa	13	..	600
Republic Steel Corporation.....	Buffalo, N. Y.	7	..	300
Republic Steel Corporation.....	Youngwood, Penna.	14	..	1,000
Robertshaw Thermostat Company.....	Barberton, Ohio	4	..	250
Seiberling Rubber Company.....	Lackawanna, N. Y.	3	4	175
Spring Perch Company, Inc.....	Tonawanda, N. Y.	4	7	1,400
Wickwire Spencer Steel Company.....	Buffalo, N. Y.	9	10	1,650
J. H. Williams Company.....	Wayne, Mich.	28	..	165
<b>Miscellaneous</b>				
Austin's <sup>7</sup> .....	Scappoose, Ore.	9	10	150
Bean pickers.....	Detroit, Mich.	6	10	100
Book-Cadillac Hotel <sup>8</sup> .....	New York, N. Y.	16	17	14
Fish dealers.....	Florida	18	..	c
Fishermen.....	Flint, Mich.	5	6	38
Garbage collectors.....	Brooklyn, N. Y.	28	31	67
Holy Cross Cemetery <sup>9</sup> .....	Str. of Mackinac, Mich.	9	..	35
Mackinac Transportation Company.....	Conn., Mass. and N.Y.	18	25	100
New England Transportation Company.....	New Haven, Conn.	5	5	15
New Haven Evening Register.....	Newark, N. J.	10	10	n.a.
Newspaper delivery men <sup>10</sup> .....	New York, N. Y.	19	23	150
Newspaper delivery men.....	Mendota, Calif.	18	19	850
Packinghouse workers.....	Portland, Ore.	5	6	200
Truck drivers.....	Conn., and Mass. <sup>11</sup>	10	14	450

lowed to be canceled by the Selective Service System. (On August 14, the War Manpower Commission had decreed that idleness was a "nondeferrable activity.") The War Labor Board took over the anthracite wage controversy on the same day. On August 25, they rejected the agreement Lewis had made with the Illinois Coal Operators Association which provided for

\$1.25 portal-to-portal pay a day. Union members in Birmingham, Alabama, are making a test case of this type of agreement in the United States District Court and a similar test is pending in Virginia.

On August 25, Jamestown Metal Equipment Company workers voted in favor of a strike in an election held under the terms of the Smith-Connally law.

<sup>1</sup>Incomplete report based on available material published in the press.

<sup>2</sup>On August 17, 3,000 employees struck at the Cuyahoga works causing the plant to shut down. 250 workers at the American can works joined them on August 18.

<sup>3</sup>Idle mines were the Barney Slope of the Alabama By-Products Corporation and the Blossburg mine of the Brookside-Pratt Mining Company.

<sup>4</sup>4,000 men left Powhatan mine operated by the Powhatan Mining Company; 550 quit at the Dingler pit operated by the Hanna Coal Company and 800 walked out at the Willow Grove mine.

<sup>5</sup>Employees of the Locust Coal Company.

<sup>6</sup>Employees of the Glen Alden Company's Huber colliery.

<sup>7</sup>Painters.

<sup>8</sup>Kitchen helpers.

<sup>9</sup>Grave diggers.

<sup>10</sup>Caused the first two editions of the Newark Evening News to fail to reach the newsstands.

<sup>11</sup>350 drivers for the Adley Express Company were on strike in New Haven, Hartford, Bridgeport, and New London, Connecticut; 50 drivers for the Connecticut Motor Lines and 50 drivers for the Seaboard Motor Lines were not working.

<sup>a</sup>Several hundred.

<sup>b</sup>250 afternoon shift workers returned on August 10.

<sup>c</sup>Florida West Coast, tying up boats from Sarasota to Cedar Keys with the exception of a few net fishermen in the Bradenton area.

<sup>11</sup>n.a. Not available.

## STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Manufacturing					
	Strikes <sup>1</sup>		Production <sup>2</sup> (1935-1939 =100)	Turnover Rate per 100 Employees <sup>3</sup>					
	Beginning in Period	Man Days Idle During Period (Thousand)		Total	Quits <sup>4</sup>	Miscella- neous <sup>4</sup>	Discharges <sup>4</sup>	Lay-offs <sup>4</sup>	
	Number	Workers Involved (Thousand)							
1929	921	289	5,352	110	75.23a	41.01a	9.04a	25.17a	67.61a
1930	637	183	3,317	90	59.65	18.64	5.04	35.97	37.02
1931	810	342	6,893	74	48.38	11.39	2.72	34.27	36.59
1932	841	324	10,502	57	51.98	8.34	1.96	41.68	39.82
1933	1,695	1,168	16,872	68	45.38	10.66	2.49	32.23	65.20
1934	1,856	1,467	19,592	74	49.17	10.67	2.24	36.26	56.91
1935	2,014	1,117	15,456	87	42.74	10.37	2.29	30.08	50.05
1936	2,172	789	13,902	104	40.35	13.02	2.63	24.70	52.16
1937	4,740	1,861	28,425	113	53.11	14.97	2.38	35.76	42.59
1938	2,772	688	9,148	87	49.22	7.46	1.29	40.47	46.16
1939	2,613	1,171	17,812	108	37.71	9.52	1.52	26.67	48.85
1940	2,508	577	6,701	124	40.27	10.93	1.61	1.84	25.89
1941	4,288	2,363	28,048	161	46.68	23.63	4.15	3.04	15.86
1942	2,968	840	4,188	190	77.66	45.09	15.04	4.66	12.87
1942	January 7	156	27	331	173	5.10	2.36	.83	.30
	February	181	58	357	175	4.82	2.41	.73	.29
	March	234	67	402	177	5.36	3.02	.82	.33
	April	277	56	367	181	6.12	3.59	.87	.35
	May	285	69	322	183	6.54	3.77	.96	.38
	June	345	110	586	185	6.46	3.85	1.02	1.21
	July	388	100	417	189	6.73	4.02	1.23	1.05
	August	330	92	449	196	7.06	4.31	1.46	.42
	September	274	88	387	203	8.10	5.19	1.79	.44
	October	207	62	244	205	7.91	4.65	2.03	.45
	November	144	52	128	206	7.09	4.21	1.80	.43
	December	147	59	193	207	6.37	3.71	1.50	.46
1943	January <sup>8</sup>	195	90	450	208	7.11	4.45	1.40	.52
	February	210	42	170	211	7.04	4.65	1.35	.50
	March	260	72	230	212	7.69	5.36	1.24	.57
	April 7	395	200	675	215	7.54	5.41	.96	.53
	May	395	620	1,275	217	6.57	4.81	.76	.45
	June 7	400	950	4,750	218	7.04	5.17	.76	.61
	July p	n.a.	n.a.	n.a.	219	n.a.	n.a.	n.a.	n.a.

NOTE: For back figures, see *The Conference Board Management Record*, June, 1942, p. 184.

<sup>1</sup>United States Bureau of Labor Statistics.

<sup>2</sup>Federal Reserve annual production data are averages of monthly figures.

<sup>3</sup>A separation is a termination of employment of any of the following kinds: quit, lay-off, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>4</sup>A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i. e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

Five days later, on August 30, 28 employees stopped work. This constituted the first stoppage in the nation resulting from a vote of this nature. The controversy centers around the lay-off of nine union members on July 23. The company claimed the lay-off was caused by the cancellation of an order.

## TURNOVER RATES

Increases were noticeable in all the June turnover rates released by the Bureau of Labor Statistics. Total separations increased 7% from May to June. The separation rate was 7.04 per 100 employees in June as compared with 6.57 in May and 6.46 in June a year

<sup>5</sup>A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

<sup>6</sup>A lay-off is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite lay-off with the name of the worker remaining on the payroll is not counted as a separation.

<sup>7</sup>An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>8</sup>Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

June to December. pPreliminary. n.a. Not available. rRevised

ago. The largest portion of this increase was accounted for by the increase in the quit rate from 4.81 in May to 5.17 in June. Accessions were 18% higher than separations during the month of June. They were 8.30 per 100 employees in June or an increase of 16% over the May figure of 7.18. The increase may be partly due to the hiring of temporary summer help and the hiring of persons finishing school terms in June. Accessions in June were only slightly higher than June a year ago—8.30 as compared to 8.25 then.

MARY A. WERTZ  
Division of Labor Statistics

# Earnings, Hours, Employment and Payrolls in Manufacturing, July, 1943

AVERAGE hourly earnings in twenty-five manufacturing industries rose to a new peak level in July according to THE CONFERENCE BOARD's monthly survey. A reversal of the upward trends of average weekly earnings, total man hours worked and total payrolls disbursed brought these series fractionally below their June high levels. Average hours of work in one week declined for the second consecutive month but remained higher than in any month since April, 1930, except May and June of this year. Employment was fractionally lower than in June but was equal to the secondary peak reached in March.

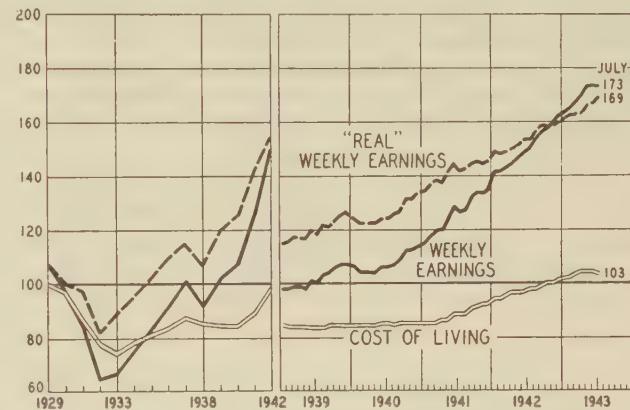
Average hourly earnings, which advanced in July for the thirty-sixth consecutive month, were 34.3% higher than in January, 1941. The increase was 0.3% although the average work week was 0.5% shorter in July than it had been in June and reported wage-rate increases averaged only 0.1% for all workers in the twenty-five industries. However, substantially higher hourly earnings were averaged by all groups of workers in both the iron and steel and news and magazine printing industries while working hours in iron and steel were fractionally longer.

Wage earners in the iron and steel industry averaged 2.5% more for each hour of work in July largely because Independence Day (July 5 this year), one of the designated premium payment holidays, fell within the period. In news and magazine printing, reported

## AVERAGE WEEKLY EARNINGS, 25 MANUFACTURING INDUSTRIES

Index Numbers, 1923 = 100

Source: THE CONFERENCE BOARD



wage-rate increases averaged 0.4% for all workers. In addition, all classes of workers in the industry except unskilled males averaged more than 40 hours of work a week in July and received premium rates for the excess, while in June no group averaged as high as 40 hours of work in one week. Declines in working hours in fifteen of the other industries more than offset the rises with the result that the July average of 45.0 was

## EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings*	Average Weekly Earnings*	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923 = 100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1942 July.....	\$ .928	\$39.80	42.6	41.2	171.5	175.4	149.6	153.0	86.6	185.7	117.5	203.0
August.....	.940	40.87	43.2	41.2	173.8	177.2	153.6	156.6	87.8	137.9	121.1	211.8
September.....	.957	41.79	43.4	41.3	176.9	179.4	157.0	159.2	88.2	139.6	123.1	219.2
October.....	.958	42.10	43.6	41.4	177.1	177.6	158.2	158.7	88.6	141.6	125.5	224.0
November.....	.966	42.50	43.7	41.5	178.6	178.1	159.7	159.2	88.8	141.8	125.9	226.5
December.....	.970	42.98	44.2	41.6	179.3	177.5	161.5	159.9	89.8	145.2	130.4	234.5
1943 January.....	.979	43.56	44.3	41.9	181.0	178.5	163.7	161.4	90.0	146.3	131.7	239.5
February.....	.982	43.85	44.5	42.3	181.5	178.3	164.8	161.9	90.4	148.0	133.8	243.9
March.....	.987	44.30	44.7	42.6	182.4	177.4	166.5	162.0	90.9	148.4	134.9	247.1
April.....	.998	45.02	44.9	42.8	184.5	177.9	169.2	163.2	91.3	147.7	134.9	249.8
May.....	1.009	45.92	45.3	43.0	186.5	179.3	172.6	166.0	92.1	147.5	135.8	254.6
June.....	1.016	46.16r	45.2	43.1	187.8	180.6	173.5r	166.8r	91.9	148.6r	136.6r	257.8r
July.....	1.019	46.10	45.0	43.1	188.4	183.3	173.2	168.5	91.5	148.4	135.8	257.0

\*Revised

See footnotes on page 391

0.5% shorter than the 45.2-hour work week in June. Although hourly earnings fell off in fourteen industries in July, these declines were insufficient to counterbalance the effect of the large increases in the iron and steel and news and magazine printing industries and the somewhat smaller advances in the hourly earnings of wage earners in seven other industries. In two industries, automobile and meat packing, average hourly earnings remained at the June level.

Average weekly earnings at \$46.10 in July were 0.1% lower than in June because the extent of the decline in hours was greater than that of the rise in hourly earnings. They were, however, higher than in any other month, except June, and exceeded the January, 1941, level, the base date of the Little Steel formula, by 50.6%. Because living costs declined

1.2% from June to July, "real" weekly earnings, or the quantity of services and commodities that could be purchased, rose 1.0%. Since January, 1941, a rise of 26.0% was recorded in "real" weekly earnings. However, since only changes in living costs and not in income taxes are taken into consideration, the advance in "real" weekly earnings is actually somewhat less.

Employment, in declining 0.1% in July, reverted to the secondary peak of March of this year. The aggregate of the reductions in the number of employed wage earners in April, May, and July was exactly the same as the increase in June. Ten of the individual industries for which employment data are available showed reduced employment in July ranging from 0.1% in the paper and pulp industry to 3.4% in the iron and steel industry.

#### EARNINGS AND HOURS, ALL WAGE EARNERS, JULY, 1943

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	July	June	July	June	July	June	July	June
Agricultural implement.....	\$1.078	\$1.082	\$50.20	\$49.23	46.6	45.5	46.4	46.1
Automobile <sup>1</sup> .....	1.302	1.302 <sup>r</sup>	59.60	59.16 <sup>r</sup>	45.8	45.4 <sup>r</sup>	43.3	42.9 <sup>r</sup>
Boot and shoe.....	.899	.708	27.34	27.30	39.1	38.9	41.0	40.6
Chemical.....	1.026	1.027	46.48	46.01	45.3	44.8	42.4	42.0
Rayon and allied products.....	.912	.910	38.85	38.40	42.6	42.2	42.1	41.6
Cotton—North.....	.741	.751	32.08	32.88	43.3	43.8	40.6	40.6
Electrical manufacturing.....	1.065	1.064	49.16	49.38	46.2	46.4	42.5	42.5
Furniture <sup>2</sup> .....	.960	.958	46.44	46.51	48.4	48.5	43.7	43.2
Hosiery and knit goods.....	.760	.769	30.66	31.47	40.4	40.9	41.0	41.1
Iron and steel <sup>3</sup> .....	1.155	1.127	50.19	48.74	43.5	43.3	42.0	42.0
Leather tanning and finishing.....	.863	.868	36.39	37.24	42.2	42.9	42.8	43.1
Lumber and millwork.....	1.081	1.084	49.83	50.50	46.1	46.6	46.1	46.1
Meat packing.....	.881	.881 <sup>r</sup>	41.88	41.95 <sup>r</sup>	47.5	47.6 <sup>r</sup>	40.7	40.6
Paint and varnish.....	.925	.928	44.03	45.19	47.8	48.7	40.7	40.7
Paper and pulp.....	.877	.880	41.08	42.11	46.8	47.8	43.1	43.0
Paper products.....	.800	.805	35.17	35.34	44.0	43.9	42.1	41.9
Printing—book and job.....	.937	.935	39.60	39.82	42.3	42.6	40.7	40.8
Printing—news and magazine.....	1.135	1.089	45.91	42.28	40.5	38.8	39.8	39.8
Rubber.....	1.120	1.119	50.40	51.62	45.0	46.1	42.3	42.3
1. Rubber tires and tubes.....	1.241	1.229	58.58	57.16	45.6	46.5	42.8	42.9
2. Other rubber products.....	.953	.970	42.13	44.24	44.2	45.6	41.5	41.6
Silk and rayon.....	.731	.728	30.40	30.12	41.6	41.4	42.4	42.3
Wool.....	.884	.881	37.92	37.60	42.9	42.7	41.3	41.2
1. Woolen and worsted goods.....	.869	.860	37.39	36.71	43.0	42.7	40.3	40.3
2. Other woolen products <sup>4</sup> .....	.907	.915	38.77	39.02	42.7	42.6	42.9	42.8
Foundries and machine shops.....	1.113	1.111	52.97	53.46	47.6	48.1	45.2	45.3
1. Foundries.....	1.064	1.068	48.99	50.22	46.1	47.0	43.1	43.2
2. Machines and machine tools.....	1.090	1.074	54.29	54.10	49.8	50.4	47.9	47.9
3. Heavy equipment.....	1.182	1.183	55.45	55.89	46.9	47.2	45.6	45.7
4. Hardware and small parts.....	1.059	1.056	49.39	50.45	46.9	47.8	44.7	44.6
5. Other products.....	1.104	1.107	52.64	53.17	47.7	48.0	44.4	44.4
25 INDUSTRIES.....	\$1.019	\$1.016	\$46.10	\$46.16 <sup>r</sup>	45.0	45.2	43.1	43.1
Cement.....	\$ .856	\$ .842	\$35.86	\$35.09	41.9	41.7	42.1	42.1
Petroleum refining.....	1.245	1.238	55.98	54.25	44.9	43.8	40.1	39.9
27 INDUSTRIES.....	\$1.021	\$1.018	\$46.16	\$46.19 <sup>r</sup>	45.0	45.1	43.1	43.0
Aircraft.....	\$1.075	\$1.076 <sup>r</sup>	\$48.19	\$48.48 <sup>r</sup>	44.8	45.0	47.3	47.2
Shipbuilding.....	1.280	1.265	60.15	58.95	47.0	46.6	47.6	47.6

See footnotes on page 391

Total man hours worked, showing the effect of both shorter working hours and reduced employment, declined 0.6% in July. Since the May-to-June increase equaled in magnitude the June-to-July decline, the July index of 135.8 (1923=100) was exactly the same as that in May, the secondary peak for the series. Similarly, total payrolls, after having risen for 23 consecutive months and having surpassed all previous peaks, declined 0.3% in July, but were greater than in any other month except June.

### CEMENT AND PETROLEUM

Further levies upon the cement industry's skilled male personnel and the inability to replace them resulted in an almost 1.0% reduction in employment in July. Since July, 1942, with private construction so greatly curtailed, employment has fallen off 24%. Hourly earnings rose 1.7% from June to July principally because of longer working hours.

In petroleum refining a 7.9% increase in the number of unskilled male workers in July permitted a reduction of almost two hours in the number of hours

worked in one week by this group with slightly lower average hourly earnings. With the number of skilled male workers unchanged at the June level, 1.5 more hours were averaged in one week in July by this group and their hourly earnings advanced 0.7% above June. However, where skilled workers had constituted 91% of employment last July, this year they accounted for only 89% of all workers in the industry.

### AIRCRAFT AND SHIPBUILDING

In July, a reduction in the number of hours worked in one week by aircraft workers in contrast to an increase in the working hours in shipyards served to widen even further the gap between earnings of wage earners in the two industries. The differences result chiefly from the distribution of workers in each. Whereas the higher-paid semi-skilled and skilled male wage earners comprise 81% of all workers in shipyards, in the aircraft factories only 59% of all workers fall in this category. Both female and semi-skilled and skilled male wage earners work for a higher basic wage rate in the shipyards. Since they work

### EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, JULY, 1943

Index Numbers, 1923=100

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

INDUSTRY	Average Earnings						Employment	Total Man Hours Worked		Payrolls		
	Hourly, Actual		Weekly									
	Actual		Real a		July	June	July	June	July	June	July	
	July	June	July	June								
Agricultural implement.....	193.9	194.6	182.5	179.0	177.5	172.1	175.9	170.1	165.5	156.3	321.0	304.5
Automobile <sup>1</sup> .....	206.0	206.0 <sup>r</sup>	197.7	196.3 <sup>r</sup>	192.3	188.8 <sup>r</sup>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Boot and shoe.....	141.2	142.0	121.0	120.8	117.7	116.2	86.9	88.3	74.5	75.3	105.1	106.7
Chemical.....	202.8	203.0	172.7	171.0	168.0	164.4	163.8	162.9	139.6	137.2	282.9	278.6
Cotton—North.....	166.5	168.8	151.0	154.8	146.9	148.8	47.7	48.8	43.2	44.7	72.0	75.5
Electrical manufacturing.....	187.5	187.3	181.5	182.3	176.6	175.3	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Furniture <sup>2</sup> .....	185.7	185.3	186.2	186.5	181.1	179.3	140.1	139.9	140.7	140.7	260.9	260.9
Hosiery and knit goods.....	199.0	201.3	173.5	178.1	168.8	171.2	86.4	86.7	75.4	76.6	149.9	154.4
Iron and steel <sup>3</sup> .....	193.8	189.1	146.7	142.4	142.7	136.9	124.9	126.1	94.2	94.6	183.2	179.6
Leather tanning and finishing.....	177.6	178.6	157.1	160.8	152.8	154.6	76.6	78.6	67.9	70.8	120.3	126.4
Lumber and millwork.....	228.5	229.2	212.8	215.6	207.0	207.3	58.0	57.8	54.0	54.4	123.4	124.6
Meat packing.....	186.3	186.3 <sup>r</sup>	177.9	178.2 <sup>r</sup>	173.1	171.3 <sup>r</sup>	130.8	131.1 <sup>r</sup>	125.0	125.6 <sup>r</sup>	232.7	233.6 <sup>r</sup>
Paint and varnish.....	173.2	173.8	165.7	170.1	161.2	163.6	143.7	144.0	137.4	140.8	238.1	244.9
Paper and pulp.....	174.0	174.6	157.5	161.5	153.2	155.3	114.0	114.1	102.9	105.3	179.6	184.3
Paper products.....	175.4	176.5	161.5	162.3	157.1	156.1	183.4	182.6	169.5	168.4	296.2	296.4
Printing—book and job.....	143.5	143.2	132.2	133.0	128.6	127.9	118.6	117.5	109.3	109.0	156.8	156.3
Printing—news and magazine.....	163.8	157.1	147.0	135.4	143.0	130.2	122.9	122.8	110.6	105.9	180.7	166.3
Rubber.....	178.9	178.8	179.8	184.2	174.9	177.1	116.6	114.1	117.1	117.4	209.6	210.2
Silk and rayon.....	147.4	146.8	132.0	130.8	128.4	125.8	85.1	85.0	76.2	75.7	112.3	111.2
Wool.....	175.0	174.5	158.2	156.9	153.9	150.9	77.8	80.5	70.3	72.4	123.1	126.3
Foundries and machine shops.....	194.2	193.9	186.7	188.4	181.6	181.2	249.9	249.6	239.9	242.1	466.6	470.2
1. Foundries.....	180.3	181.0	165.5	169.6	161.0	163.1	157.3	157.2	144.4	147.1	260.3	266.6
2. Machines and machine tools.....	198.5	195.6	198.9	198.2	193.5	190.6	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
3. Heavy equipment.....	176.4	176.6	167.9	169.3	163.3	162.8	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
4. Hardware and small parts.....	205.7	206.3	199.1	203.3	193.7	195.5	216.8	219.0	209.6	215.9	431.6	445.2
5. Other products.....	197.1	197.7	192.6	194.5	187.4	187.0	274.2	271.6	267.9	267.3	528.1	528.3
25 INDUSTRIES.....	188.4	187.8	173.2	173.5 <sup>r</sup>	168.5	166.8 <sup>r</sup>	148.4	148.6 <sup>r</sup>	135.8	136.6 <sup>r</sup>	257.0	257.8 <sup>r</sup>

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 industries." See footnotes on page 391

longer hours as well, they receive larger premium payments which bring their hourly and weekly earnings above those in aircraft. In July all workers in shipyards averaged \$60.15 a week or 25% more than the \$48.19 weekly earnings of aircraft workers.

### LABOR STATISTICS IN JULY

*Hourly earnings* at \$1.019 in July were 0.3% higher than in June, 9.8% above those in July, 1942, and 72.7% more than the average for the year 1929.

*Weekly earnings* declined 0.1% in July. At \$46.10 they exceeded those of a year before by 15.8% and the average for 1929 by 61.5%.

"Real" weekly earnings, or the purchasing power of dollar weekly earnings, rose 1.0% in July. Since July, 1942, they have risen 10.1% and since 1929, 57.2%.

*Hours per week* were curtailed 0.5% in July, but were 5.6% longer than the work week in July of last year. Since 1929 they have been reduced 6.8%.

*Employment losses* in July averaged 0.1%. As compared with July of last year, 9.4% more wage earners were employed. There were 46.9% more employed persons than in 1929.

*Man hours* were reduced 0.6% in July but averaged 15.6% above those a year before and 36.9% more than in 1929.

*Payrolls* at 257.0 (1923=100) in July were 0.3% lower than in June. In the last year they have advanced 26.6% and the July level was 137.1% above that of 1929.

ETHEL B. DUNN

Division of Labor Statistics

### EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, JULY, 1943

NOTE: *Hourly earnings* are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	July	June	July	June	July	June	July	June	July	June	July	June
Agricultural implement.....	\$1.106	\$1.109	\$51.66	\$50.54	46.7	45.6	\$ 848	\$ 832	\$38.31	\$37.20	45.2	44.7
Automobile <sup>1</sup> .....	1.363	1.363	63.40	62.78 <sup>r</sup>	46.5	46.1 <sup>r</sup>	1.083	1.064 <sup>r</sup>	46.89	45.82 <sup>r</sup>	45.3	43.1 <sup>r</sup>
Boot and shoe.....	.827	.829	33.06	33.30	40.0	40.2	.579	.581	22.21	21.91	38.4	37.7
Chemical.....	1.101	1.103	50.76	50.19	46.1	45.5	.706	.701	29.37	28.95	41.6	41.3
Rayon and allied products.....	1.018	1.012	45.71	44.43	44.9	43.9	.671	.671	26.71	26.37	39.8	39.3
Cotton—North.....	.811	.821	37.05	38.25	45.7	46.6	.657	.667	26.74	27.21	40.7	40.8
Electrical manufacturing.....	1.205	1.203	57.60	57.78	47.8	48.0	.803	.798	34.89	34.76	43.4	43.6
Furniture <sup>2</sup> .....	1.023	1.022	51.17	51.46	50.0	50.4	.759	.758	33.28	33.03	43.8	43.6
Hosiery and knit goods.....	1.044	1.062	44.43	46.11	42.5	43.4	.630	.643	24.87	25.71	39.4	40.0
Iron and steel <sup>3</sup> .....	1.167	1.188 <sup>r</sup>	51.05	49.42 <sup>r</sup>	43.8	43.5 <sup>r</sup>	.847	.851	31.32	32.90	37.0	38.7
Leather tanning and finishing.....	.888	.895	37.95	38.83	42.7	43.4	.706	.700	27.59	28.06	39.1	40.1
Lumber and millwork.....	1.081	1.084	49.83	50.50	46.1	46.6	...	...	...	...	...	...
Meat packing.....	.930	.931 <sup>r</sup>	45.46	45.58 <sup>r</sup>	48.9	48.9 <sup>r</sup>	.681	.677	29.18	28.99	42.9	42.8
Paint and varnish.....	.967	.968	45.64	47.14	47.2	48.7	.742	.734	31.24	30.31	42.1	41.3
Paper and pulp.....	.901	.906	42.91	44.02	47.6	48.6	.647	.688	26.32	26.69	40.7	41.8
Paper products.....	.927	.932	42.96	42.97	46.4	46.1	.609	.614	24.84	25.15	40.8	41.0
Printing—book and job.....	1.091	1.090	46.88	47.16	43.0	43.3	.608	.605	24.85	24.95	40.9	41.2
Printing—news and magazine.....	1.234	1.185	50.01	46.23	40.5	39.0	.711	.686	28.55	26.13	40.2	38.1
Rubber.....	1.277	1.276	60.18	61.88	47.1	48.5	.817	.809	33.78	34.06	41.4	42.1
1. Rubber tires and tubes.....	1.360	1.350	64.22	65.08	47.2	48.2	.920	.904	38.42	38.37	41.8	42.4
2. Other rubber products.....	1.128	1.149	53.01	56.27	47.0	49.0	.728	.728	29.88	30.42	41.0	41.8
Silk and rayon.....	.824	.819	35.57	34.97	43.2	42.7	.602	.599	23.82	23.73	39.5	39.6
Wool.....	.950	.952	42.23	42.31	44.5	44.4	.771	.763	31.25	30.51	40.5	40.0
1. Woolen and worsted goods.....	.934	.926	41.87	41.27	44.8	44.5	.774	.765	31.44	30.78	40.6	40.2
2. Other woolen products <sup>4</sup> .....	.972	.987	42.73	43.74	44.0	44.3	.766	.760	30.86	29.97	40.3	39.4
Foundries and machine shops.....	1.164	1.162	56.24	56.74	48.3	48.8	.843	.838	37.34	37.43	44.3	44.7
1. Foundries.....	1.082	1.084	50.30	51.35	46.5	47.4	.799	.813	32.25	33.98	40.4	41.8
2. Machines and machine tools.....	1.160	1.144	58.70	58.58	50.6	51.2	.808	.785	37.78	37.01	46.7	47.1
3. Heavy equipment.....	1.198	1.198	56.42	56.84	47.1	47.4	.843	.839	36.06	36.14	42.8	43.1
4. Hardware and small parts.....	1.136	1.136	55.11	56.04	48.5	49.3	.806	.808	34.45	35.19	42.7	43.5
5. Other products.....	1.169	1.171	56.95	57.54	48.7	49.1	.876	.875	38.84	38.92	44.3	44.5
25 INDUSTRIES.....	\$1.108	\$1.105 <sup>r</sup>	\$51.85	\$51.41 <sup>r</sup>	46.3	46.5 <sup>r</sup>	\$ 700	\$ 700	\$28.76	\$28.75 <sup>r</sup>	40.9	40.9
Cement.....	\$.856	\$.842	\$35.86	\$35.09	41.9	41.7	...	...	...	...	...	...
Petroleum refining.....	1.245	1.238	55.93	54.25	44.9	43.8	...	...	...	...	...	...
27 INDUSTRIES.....	\$1.108	\$1.105 <sup>r</sup>	\$51.29	\$51.32 <sup>r</sup>	46.2	46.4 <sup>r</sup>	...	...	...	...	...	...
Aircraft.....	\$1.159	\$1.164 <sup>r</sup>	\$53.54	\$54.22 <sup>r</sup>	46.2	46.6 <sup>r</sup>	\$ 925	\$ 919	\$39.36	\$39.08 <sup>r</sup>	42.6	42.5
Shipbuilding.....	1.289	1.274	60.70	59.49	47.1	46.7	1.030	1.001	45.90	44.32	44.6	44.3

See footnotes on page 391

## EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, JULY, 1943

NOTE: *Hourly earnings are not wage rates, because they include overtime and other monetary compensation*

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly		July	June	July	June	July	June	July	June
	July	June	July	June	July	June	July	June	July	June	July	June
Agricultural implement.....	\$ 892	\$ 902	\$40.72	\$42.28	45.7	46.9	\$1 135	\$1 139	\$53.21	\$51.71	46.9	45.4
Automobile <sup>1</sup> .....	1.097	1.106 <sup>r</sup>	50.52	49.35 <sup>r</sup>	46.1	44.6 <sup>r</sup>	1.399	1.397 <sup>r</sup>	65.18	64.59 <sup>r</sup>	46.6	46.3 <sup>r</sup>
Boot and shoe.....	.455	.457	19.07	19.23	41.9	42.1	.841	.843	33.57	33.81	39.9	40.1
Chemical.....	.924	.932	42.32	41.85	45.8	44.9	1.155	1.155	53.36	52.67	46.2	45.6
Rayon and allied products.....	.751	.754	33.12	31.89	44.1	42.3	1.049	1.040	47.10	45.86	44.9	44.1
Cotton—North.....	.727	.734	32.98	33.64	45.4	45.8	.852	.860	39.05	40.38	45.8	47.0
Electrical manufacturing.....	.883	.870	41.15	40.17	46.6	46.2	1.244	1.242	59.64	59.94	48.0	48.3
Furniture <sup>2</sup> .....	.798	.785	39.30	38.21	49.3	48.7	1.062	1.061	53.28	53.76	50.2	50.7
Hosiery and knit goods.....	.643	.663	28.87	28.95	44.9	43.7	1.083	1.099	45.83	47.68	42.3	43.4
Iron and steel <sup>3</sup> .....	.885	.868 <sup>r</sup>	37.20	36.14 <sup>r</sup>	42.0	41.6 <sup>r</sup>	1.224	1.191 <sup>r</sup>	54.01	52.20 <sup>r</sup>	44.1	43.8 <sup>r</sup>
Leather tanning and finishing.....	.651	.656	27.28	27.44	41.9	41.8	.956	.960	41.07	42.07	43.0	43.8
Lumber and millwork.....	.792	.811	34.72	36.23	43.9	44.7	1.158	1.158	54.11	54.57	46.7	47.1
Meat packing.....	.766	.779 <sup>r</sup>	36.65	37.86 <sup>r</sup>	47.9	48.6 <sup>r</sup>	1.013	1.009	50.00	49.56 <sup>r</sup>	49.4	49.1 <sup>r</sup>
Paint and varnish.....	.812	.809	35.73	36.08	44.0	44.6	1.032	1.034	50.67	52.73	49.1	51.0
Paper and pulp.....	.752	.760	34.76	35.45	46.2	46.7	.971	.971	46.91	48.09	48.3	49.5
Paper products.....	.730	.734	32.53	32.35	44.6	44.1	1.007	1.011	47.47	47.46	47.1	46.9
Printing—book and job.....	.712	.705	30.15	30.28	42.3	42.9	1.206	1.209	52.09	52.45	43.2	43.4
Printing—news and magazine.....	.779	.740	30.57	27.46	39.2	37.1	1.359	1.303	55.57	51.56	40.9	39.6
Rubber.....	1.006	.976	46.07	46.65	45.8	47.8	1.284	1.283	60.54	62.26	47.2	48.5
1. Rubber tires and tubes.....	1.086	1.052	50.06	51.13	46.1	48.6	1.368	1.358	64.62	65.45	47.3	48.2
2. Other rubber products.....	.733	.729	32.95	33.03	45.0	45.3	1.136	1.157	53.42	56.75	47.0	49.0
Wool.....	.779	.778	33.77	33.83	43.4	43.5	1.032	1.036	46.46	46.51	45.0	44.9
1. Woolen and worsted goods.....	.794	.788	33.94	33.94	42.7	43.1	1.024	1.016	47.35	46.26	46.3	45.5
2. Other woolen products <sup>4</sup> .....	.743	.754	33.85	33.54	44.9	44.5	1.042	1.057	45.52	46.79	43.7	44.3
Foundries and machine shops.....	.947	.944	45.07	45.44	47.6	48.2	1.200	1.199	58.12	58.65	48.4	48.9
1. Foundries.....	.871	.876	39.42	41.05	45.3	46.9	1.160	1.165	54.48	55.45	47.0	47.6
2. Machines and machine tools.....	1.009	1.000	49.62	50.62	49.2	50.6	1.182	1.166	60.07	59.81	50.8	51.3
3. Heavy equipment.....	.951	.950	44.45	44.08	46.8	46.4	1.235	1.234	58.22	58.74	47.2	47.6
4. Hardware and small parts.....	.923	.907	45.10	44.78	48.9	49.4	1.171	1.172	56.71	57.81	48.4	49.3
5. Other products.....	.966	.963	46.95	47.14	48.6	48.9	1.198	1.201	58.38	59.02	48.7	49.2
<b>24 INDUSTRIES<sup>5</sup>.....</b>	<b>\$ 859</b>	<b>\$ 860</b>	<b>\$39.12</b>	<b>\$39.29<sup>r</sup></b>	<b>45.5</b>	<b>45.6</b>	<b>\$1.169</b>	<b>\$1.164<sup>r</sup></b>	<b>\$54.39</b>	<b>\$54.40<sup>r</sup></b>	<b>46.5</b>	<b>46.7<sup>r</sup></b>
Cement.....	\$ 760	\$ 742	\$31.97	\$30.22	42.1	40.8	\$ 871	\$ 857	\$36.46	\$35.83	41.8	41.8
Petroleum refining.....	.940	.942	37.89	39.70	40.3	42.1	1.280	1.271	58.24	55.97	45.5	44.0
<b>26 INDUSTRIES<sup>6</sup>.....</b>	<b>\$ 859</b>	<b>\$ 860</b>	<b>\$39.05</b>	<b>\$39.21</b>	<b>45.4</b>	<b>45.5</b>	<b>\$1.169</b>	<b>\$1.164<sup>r</sup></b>	<b>\$54.31</b>	<b>\$54.28<sup>r</sup></b>	<b>46.4</b>	<b>46.6<sup>r</sup></b>
Aircraft.....	\$1.012	\$1.040 <sup>r</sup>	\$44.18	\$46.35 <sup>r</sup>	43.7	44.6 <sup>r</sup>	\$1.167	\$1.170 <sup>r</sup>	\$54.06	\$54.63 <sup>r</sup>	46.3	46.7
Shipbuilding.....	.991	.983	45.36	44.24	45.8	45.0	1.342	1.329	63.54	62.47	47.3	47.0

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

<sup>1</sup>Revised from January, 1934, to date. Data for earlier dates available upon request. (Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.)

<sup>2</sup>Includes wood, metal, and upholstered household and office furniture.

<sup>3</sup>Earnings and hours of female workers are here shown for the first time. While data applicable to female workers have been included in the averages for all wage earners, separate averages for female

workers have not been shown because they constituted so small a group. Averages for all male workers, therefore, are not strictly comparable with those previously published. (Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.)

<sup>4</sup>Principally rugs.

<sup>5</sup>Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

<sup>6</sup>Indexes of "real" earnings are based upon THE CONFERENCE BOARD's indexes of the cost of living in the United States on prewar budgets.

<sup>r</sup>Revised.

<sup>a</sup>n.a. Not available for publication; included in total indexes.

## Cost of Living, United States and 70 Cities, August

LIVING COSTS for wage earners' families in the United States declined 0.3% in August owing to a 0.9% decrease in food prices, compared with a drop of 2.9% in that group during the preceding month. The cost of clothing, fuel and light, and items of the sundries group each rose moderately; rents remained stable. THE CONFERENCE BOARD's index of the cost of living now stands at 102.8 (1923=100), or 4.8% above that of a year ago, and 19.5% more than in January, 1941, the base month of the Little Steel formula. The purchasing value of the dollar in August rose to 97.3¢ compared with 97.0¢ in July.

In forty-eight of the sixty-nine industrial cities for which THE CONFERENCE BOARD compiles indexes on a wartime basis, living costs declined over the month. Such declines ranged from 0.2% in thirteen cities to 1.8% in Flint; declines of 1.0% or more occurred in six cities. No change occurred in three cities, Boston, Houston and Richmond, while in eighteen others increases were noted. The largest rise, 1.5%, occurred in Bridgeport, Connecticut. Living costs have increased over the year in all cities for which data are available. The advances ranged from 2.1% in New Haven to 8.2% in Macon.

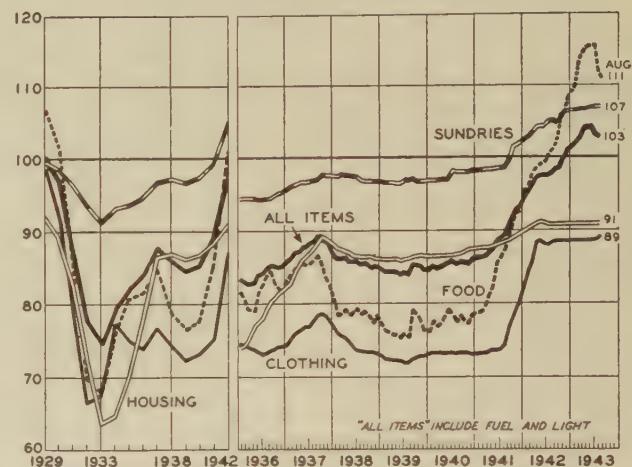
Revised indexes for Anderson, Indiana, and Detroit, Flint and Saginaw, Michigan, are incorporated in this issue; data for earlier months are available upon request. Percentage changes for Joliet, Illinois, likewise are based on revised data and available for earlier months.

The quantity weight for coffee in the food index on a wartime basis was restored to its previous im-

### COST OF LIVING IN THE UNITED STATES

Index Numbers, 1923=100

Source: THE CONFERENCE BOARD



portance in THE CONFERENCE BOARD indexes in August, marking the end of rationing of this item. Other changes were made in the indexes in July. Gasoline quantities in the Middle West were reduced to conform to the latest OPA regulations; quantity weights of three foods, butter, cheese and evaporated milk, were reduced in accordance with the latest revised Department of Agriculture consumption estimates.

HELEN S. HILL  
Division of Labor Statistics

### CHANGES IN THE COST OF LIVING ON A WARTIME BUDGET, AUGUST, 1943

Item	Index Numbers, 1923=100			Percentage Changes	
	August, 1943	July, 1943	August, 1942	July, 1943 to August, 1943	August, 1942 to August, 1943
Food <sup>1</sup> ...	111.4	112.4	101.1	-0.9	+10.2
Housing...	90.8	90.8	90.8	0	0
Clothing...	89.3	88.9 <sup>r</sup>	88.2	+0.4	+1.2
Men's...	99.1	98.5 <sup>r</sup>	97.7	+0.6	+1.4
Women's...	79.5	79.3 <sup>r</sup>	78.6	+0.8	+1.1
Fuel and light <sup>2</sup> ...	92.6	92.5	89.5	+0.1	+3.5
Electricity...	67.3	67.3	67.5	0	-0.3
Gas...	94.9	94.9	94.8	0	+0.1
Sundries...	107.3	107.2	104.8	+0.1	+2.4
Weighted average of all items...	102.8	103.1	98.1	-0.3	+4.8
Purchasing value of dollar...	97.3	97.0	101.9	+0.3	-4.5

<sup>1</sup>Based on THE CONFERENCE BOARD indexes of food prices, August 15, 1942, July 15, 1943, and August 13, 1943.

<sup>2</sup>Includes fuel as well as electricity and gas.

<sup>r</sup>Revised

## COST OF LIVING IN 65 CITIES—WARTIME BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1943	July 1943	Aug. 1942	July 1943 to Aug. 1943	Aug. 1942 to Aug. 1943		Aug. 1943	July 1943	Aug. 1942	July 1943 to Aug. 1943	Aug. 1942 to Aug. 1943
<b>Akron</b>						<b>Buffalo</b>					
Food.....	150.3	152.6	139.3	-1.5	+7.9	Food.....	144.6	148.2	130.9	-2.4	+10.5
Housing.....	113.7	113.7	114.1	0	-0.4	Housing.....	114.7	114.7	114.7	0	0
Clothing.....	121.2	121.2	121.1	0	+0.1	Clothing.....	118.2	118.2	117.2	0	+0.9
Fuel and light.....	108.8	111.3 <sup>r</sup>	109.9	-2.2	-1.0	Fuel and light.....	106.0	106.0	102.8	0	+3.1
Housefurnishings.....	118.4	118.4	118.4	0	0	Housefurnishings.....	126.1	126.1	124.7	0	+1.1
Sundries.....	115.2	115.2	108.1	0	+6.6	Sundries.....	109.3	109.4	108.5	-0.1	+0.7
Weighted Total.....	125.5	126.4 <sup>r</sup>	120.3	-0.7	+4.3	Weighted Total.....	122.9	124.1	117.9	-1.0	+4.2
<b>Anderson, Ind.<sup>1</sup></b>						<b>Chattanooga</b>					
Food.....	156.8	156.3	134.6	+0.3	+16.5	Food.....	159.7	158.8	137.7	+0.6	+16.0
Housing.....	111.7	111.7	111.7	0	0	Housing.....	103.0	103.1	103.7	-0.1	-0.7
Clothing.....	130.4	130.4	131.1	0	-0.5	Clothing.....	118.5	118.5	118.0	0	+0.4
Fuel and light.....	113.2	113.2	109.5	0	+3.4	Fuel and light.....	90.7	90.7	87.4	0	+3.8
Housefurnishings.....	142.1	142.1	142.1	0	0	Housefurnishings.....	121.5	121.5	121.5	0	0
Sundries.....	117.2	117.2	114.3	0	+2.5	Sundries.....	107.6	107.6	106.4	0	+1.1
Weighted Total.....	131.1	131.0	123.4	+0.1	+6.2	Weighted Total.....	124.0	123.7	116.3	+0.2	+6.6
<b>Atlanta</b>						<b>Chicago</b>					
Food.....	152.4	150.1	130.0	+1.5	+17.2	Food.....	138.3	138.7	125.6	-0.3	+10.1
Housing.....	99.2	99.2	99.2	0	0	Housing.....	105.8	105.8	105.5	0	+0.3
Clothing.....	122.5	122.5	123.4	0	-0.7	Clothing.....	123.7	124.7	122.2	-0.8	+1.2
Fuel and light.....	110.5	110.5	106.9	0	+3.4	Fuel and light.....	100.3	100.1	99.7	+0.2	+0.6
Housefurnishings.....	117.1	117.1	117.1	0	0	Housefurnishings.....	124.9	124.7	125.2	+0.2	-0.2
Sundries.....	112.7	111.6	109.6	+1.0	+2.8	Sundries.....	105.9	105.9	104.2	0	+1.6
Weighted Total.....	123.6	122.6	115.6	+0.8	+6.9	Weighted Total.....	118.5	118.7	113.6	-0.2	+4.3
<b>Baltimore</b>						<b>Cincinnati</b>					
Food.....	149.2	151.3	132.3	-1.4	+12.8	Food.....	143.5	145.4	134.1	-1.3	+7.0
Housing.....	103.2	103.2	104.2	0	-1.0	Housing.....	100.9	100.9	101.5	0	-0.6
Clothing.....	120.1	120.1	119.6	0	+0.4	Clothing.....	129.4	129.3	128.5	+0.1	+0.7
Fuel and light.....	104.9	104.9	102.7	0	+2.1	Fuel and light.....	103.5	103.5	102.3	0	+1.2
Housefurnishings.....	130.9	130.9	130.8	0	+0.1	Housefurnishings.....	124.1	124.1	124.1	0	0
Sundries.....	118.6	118.6	110.1	0	+7.7	Sundries.....	108.2	108.2	106.5	0	+1.6
Weighted Total.....	126.2	127.0	118.2	-0.6	+6.8	Weighted Total.....	121.8	122.5	118.1	-0.6	+3.1
<b>Birmingham</b>						<b>Cleveland</b>					
Food.....	155.0	155.7	139.1	-0.4	+11.4	Food.....	141.1	143.2	128.1	-1.5	+10.1
Housing.....	105.7	105.7	105.7	0	0	Housing.....	109.7	109.7	109.3	0	+0.4
Clothing.....	125.0	124.4	124.6	+0.5	+0.3	Clothing.....	127.2	127.2	126.6	0	+0.5
Fuel and light.....	100.5	100.5	97.9	0	+2.7	Fuel and light.....	103.0	102.3	101.2	+0.7	+1.8
Housefurnishings.....	117.8	117.8	117.8	0	0	Housefurnishings.....	121.8	118.4	118.2	+2.9	+3.0
Sundries.....	110.7	110.9	109.1	-0.2	+1.5	Sundries.....	114.6	114.5	109.6	+0.1	+4.6
Weighted Total.....	123.9	124.1	118.6	-0.2	+4.5	Weighted Total.....	122.6	123.1	116.9	-0.4	+4.9
<b>Boston</b>						<b>Dallas</b>					
Food.....	138.8	139.1	127.2	-0.2	+9.1	Food.....	147.4	147.2	132.3	+0.1	+11.4
Housing.....	103.5	103.4	103.9	+0.1	-0.4	Housing.....	105.6	105.6	104.2	0	+1.3
Clothing.....	124.8	124.8	124.9	0	-0.1	Clothing.....	122.7	122.7	122.5	0	+0.2
Fuel and light.....	120.7	120.7	118.1	0	+2.2	Fuel and light.....	93.3	93.3	93.3	0	0
Housefurnishings.....	122.5	122.5	122.6	0	-0.1	Housefurnishings.....	127.9	127.9	127.9	0	0
Sundries.....	111.8	111.7	110.1	+0.1	+1.5	Sundries.....	111.8	111.8	108.9	0	+2.7
Weighted Total.....	122.2	122.2	117.5	0	+4.0	Weighted Total.....	121.9	121.8	116.4	+0.1	+4.7
<b>Bridgeport</b>						<b>Dayton</b>					
Food.....	138.7	139.1	132.4	-0.3	+4.8	Food.....	144.3	147.2	129.7	-2.0	+11.3
Housing.....	106.5	106.5	106.9	0	-0.4	Housing.....	105.9	105.1	105.1	+0.8	+0.8
Clothing.....	125.4	124.9	123.7	+0.4	+1.4	Clothing.....	122.2	122.2	121.4	0	+0.7
Fuel and light.....	115.6	115.6	112.1	0	+3.1	Fuel and light.....	103.7	103.7	102.3	0	+1.4
Housefurnishings.....	126.4	126.4	126.4	0	0	Housefurnishings.....	127.9	127.9	127.5	0	+0.3
Sundries.....	123.0	115.8	115.7	+6.7	+6.3	Sundries.....	109.3	109.5	106.3	-0.2	+2.8
Weighted Total.....	124.6	122.7	120.3	+1.5	+3.6	Weighted Total.....	121.7	122.6	115.9	-0.7	+5.0

\*Revised

<sup>1</sup>Data for earlier months available upon request

## COST OF LIVING IN 65 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

City	Index Numbers Jan., 1939 = 100			Percentage Changes		City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Aug. 1943	July 1943	Aug. 1942	July 1943 to Aug. 1943	Aug. 1942 to Aug. 1943		Aug. 1943	July 1943	Aug. 1942	July 1943 to Aug. 1943	Aug. 1942 to Aug. 1943
<b>Denver</b>						<b>Front Royal, Va.</b>					
Food.....	139.8	146.2	131.0	-4.4	+6.7	Food.....	163.4	163.0	147.2	+0.2	+11.0
Housing.....	105.6	105.6	105.6	0	0	Housing.....	103.6	103.6	101.0	0	+2.6
Clothing.....	121.9	121.8	121.2	+0.1	+0.6	Clothing.....	132.2	129.1	124.8	+2.4	+5.9
Fuel and light.....	99.0	98.3	96.5	+0.7	+2.6	Fuel and light.....	103.9	103.9	103.9	0	0
Housefurnishings.....	124.8	123.0	122.5	+1.1	+1.5	Housefurnishings.....	141.0	135.2	126.9	+4.3	+11.1
Sundries.....	112.8	112.8	107.7	0	+4.7	Sundries.....	111.2	110.8	108.1	+0.4	+2.9
Weighted Total.....	120.4	122.4	115.9	-1.6	+3.9	Weighted Total....	126.1	125.4	119.0	+0.6	+6.0
<b>Des Moines</b>						<b>Grand Rapids</b>					
Food.....	144.0	143.4	131.6	+0.4	+9.4	Food.....	150.4	152.6	128.9	-1.4	+16.7
Housing.....	105.3	105.3	105.3	0	0	Housing.....	106.5	106.5	106.6	0	-0.1
Clothing.....	128.0	126.8	126.5	+0.9	+1.2	Clothing.....	124.1	123.3	120.2	+0.6	+3.2
Fuel and light.....	107.9	107.9 <sup>r</sup>	108.5	0	-0.6	Fuel and light.....	108.8	108.8	106.7	0	+2.0
Housefurnishings.....	123.8	123.8	123.5	0	+0.2	Housefurnishings.....	133.3	138.5	132.7	-0.1	+0.5
Sundries.....	111.3	111.1	109.6	+0.2	+1.6	Sundries.....	116.5	116.0	113.7	+0.4	+2.5
Weighted Total.....	121.3	120.9 <sup>r</sup>	117.0	+0.3	+3.7	Weighted Total....	125.8	126.3	118.0	-0.4	+6.6
<b>Detroit<sup>1</sup></b>						<b>Houston</b>					
Food.....	151.7	151.4 <sup>r</sup>	184.7 <sup>r</sup>	+0.2	+12.6	Food.....	140.7	140.7	131.7	0	+6.8
Housing.....	107.0	107.0	107.0	0	0	Housing.....	105.7	105.7	105.7	0	0
Clothing.....	127.7	125.2 <sup>r</sup>	124.4 <sup>r</sup>	+2.0	+2.7	Clothing.....	124.6	124.6	124.1	0	+0.4
Fuel and light.....	108.1	107.8 <sup>r</sup>	106.0 <sup>r</sup>	+0.3	+2.0	Fuel and light.....	90.2	90.2	90.2	0	0
Housefurnishings.....	122.1	122.1 <sup>r</sup>	121.9 <sup>r</sup>	0	+0.2	Housefurnishings.....	114.7	114.7	115.4	0	-0.6
Sundries.....	118.2	118.1 <sup>r</sup>	112.7 <sup>r</sup>	+0.1	+4.9	Sundries.....	109.3	109.3	108.3	0	+0.9
Weighted Total.....	126.9	126.4 <sup>r</sup>	119.6 <sup>r</sup>	+0.4	+6.1	Weighted Total....	118.7	118.7	115.7	0	+2.6
<b>Duluth</b>						<b>Huntington, W. Va.</b>					
Food.....	145.0	146.4	131.4	-1.0	+10.4	Food.....	148.8	150.1	132.5	-0.9	+12.3
Housing.....	100.3	100.1	100.5	+0.2	-0.2	Housing.....	111.7	111.7	111.7	0	0
Clothing.....	127.0	125.7	123.2	+1.0	+3.1	Clothing.....	119.1	118.8	118.3	+0.3	+0.7
Fuel and light.....	105.3	105.3	98.9	0	+6.5	Fuel and light.....	100.0	100.0	100.0	0	0
Housefurnishings.....	137.7	137.7	129.1	0	+6.7	Housefurnishings.....	126.0	125.6	122.6	+0.3	+2.8
Sundries.....	110.8	110.6	108.8	+0.2	+1.8	Sundries.....	111.1	111.0	110.3	+0.1	+0.7
Weighted Total.....	122.7	123.0	116.3	-0.2	+5.5	Weighted Total....	124.4	124.7	118.5	-0.2	+5.0
<b>Erie, Pa.</b>						<b>Indianapolis</b>					
Food.....	159.3	158.4	140.9	+0.6	+13.1	Food.....	144.4	142.4	132.9	+1.4	+8.7
Housing.....	109.9	109.9	109.9	0	0	Housing.....	107.9	107.9	107.9	0	0
Clothing.....	134.3	134.2	130.3	+0.1	+3.1	Clothing.....	121.0	120.6	119.7	+0.3	+1.1
Fuel and light.....	109.7	109.7	107.1	0	+2.4	Fuel and light.....	108.2	108.2	102.8	0	+5.8
Housefurnishings.....	129.8	129.8	129.8	0	0	Housefurnishings.....	124.7	124.7	124.5	0	+0.2
Sundries.....	118.6	118.6	115.3	0	+2.9	Sundries.....	112.3	112.3	111.0	0	+1.2
Weighted Total.....	131.4	131.1	123.8	+0.2	+6.1	Weighted Total....	122.6	121.9	118.0	+0.6	+3.9
<b>Fall River</b>						<b>Kansas City, Mo.</b>					
Food.....	140.6	141.2	131.8	-0.4	+6.7	Food.....	136.7	134.6	124.5	+1.6	+9.8
Housing.....	104.3	104.3	104.3	0	0	Housing.....	105.2	105.2	105.2	0	0
Clothing.....	119.7	119.9 <sup>r</sup>	118.5	-0.2	+1.0	Clothing.....	123.2	123.1	121.6	+0.1	+1.3
Fuel and light.....	115.5	115.5	110.9	0	+4.1	Fuel and light.....	108.7	108.7	106.6	0	+2.0
Housefurnishings.....	114.3	114.3	114.3	0	0	Housefurnishings.....	120.9	120.9	120.9	0	0
Sundries.....	116.0	116.0	116.4	0	-0.3	Sundries.....	113.7	113.7	110.2	0	+3.2
Weighted Total.....	122.7	122.9	119.2	-0.2	+2.9	Weighted Total....	120.0	119.3	114.9	+0.6	+4.4
<b>Flint, Mich.<sup>2</sup></b>						<b>Lansing</b>					
Food.....	162.9	171.0	140.1	-4.7	+16.8	Food.....	167.3	170.2	144.2	-1.7	+16.0
Housing.....	109.9	109.9	109.9	0	0	Housing.....	98.0	98.0	98.0	0	0
Clothing.....	129.1	128.3	129.5	+0.6	-0.3	Clothing.....	124.6	124.4	123.1	+0.2	+1.2
Fuel and light.....	114.0	114.0	109.5	0	+4.1	Fuel and light.....	102.1	102.1	98.7	0	+3.4
Housefurnishings.....	125.4	123.5	123.2	+1.5	+1.8	Housefurnishings.....	133.6	133.0	129.4	+0.5	+3.2
Sundries.....	121.8	121.6	116.5	+0.2	+4.5	Sundries.....	118.1	118.2	114.6	-0.1	+3.1
Weighted Total.....	133.0	135.5	124.0	-1.8	+7.3	Weighted Total....	128.4	129.2	120.0	-0.6	+7.0

<sup>1</sup>Revised data, not comparable with indexes previously published. Data for earlier months available upon request.<sup>2</sup>Data for earlier months available upon request. <sup>r</sup>Revised

## COST OF LIVING IN 65 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1943	July 1943	Aug. 1942	July 1943 to Aug. 1943	Aug. 1942 to Aug. 1943		Aug. 1943	July 1943	Aug. 1942	July 1943 to Aug. 1943	Aug. 1942 to Aug. 1943
<b>Los Angeles</b>						<b>Milwaukee</b>					
Food.....	148.7	147.1	135.9	+1.1	+9.4	Food.....	139.5	143.2	128.0	-2.6	+9.0
Housing.....	104.6	104.6	104.6	0	0	Housing.....	103.3	103.3	103.3	0	0
Clothing.....	118.1	118.4	119.0	-0.3	-0.8	Clothing.....	128.6	127.8	126.1	+0.6	+2.0
Fuel and light.....	96.2	96.2	96.2	0	0	Fuel and light.....	107.6	107.6	104.1	0	+3.4
Housefurnishings.....	123.9	123.9	123.8	0	+0.1	Housefurnishings.....	125.5	125.5	125.1	0	+0.3
Sundries.....	110.1	110.1	104.3	0	+5.6	Sundries.....	112.6	112.6	109.7	0	+2.6
Weighted Total.....	121.6	121.1	116.2	+0.4	+4.6	Weighted Total.....	121.0	122.1	116.1	-0.9	+4.2
<b>Louisville</b>						<b>Minneapolis</b>					
Food.....	146.4	147.4	131.5	-0.7	+11.3	Food.....	148.4	150.2	129.2	-1.2	+14.9
Housing.....	103.9	103.9	104.9	0	-1.0	Housing.....	103.7	103.7	103.7	0	0
Clothing.....	119.6	119.2	119.1	+0.3	+0.4	Clothing.....	127.0	127.0	124.6	0	+1.9
Fuel and light.....	110.5	110.5	108.0	0	+2.8	Fuel and light.....	103.3	102.6	99.9	+0.7	+3.4
Housefurnishings.....	127.7	127.7	127.6	0	+0.1	Housefurnishings.....	122.2	122.2	122.2	0	0
Sundries.....	107.9	107.8	107.1	+0.1	+0.7	Sundries.....	112.7	112.7	111.2	0	+1.3
Weighted Total.....	122.9	123.2	117.4	-0.2	+4.7	Weighted Total.....	123.3	123.8	116.2	-0.4	+6.1
<b>Lynn</b>						<b>Muskegon</b>					
Food.....	141.5	142.4	127.6	-0.6	+10.9	Food.....	162.4	162.6	142.9	-0.1	+13.6
Housing.....	104.5	104.5	104.5	0	0	Housing.....	115.2	115.2	115.2	0	0
Clothing.....	123.5	123.5	123.3	0	+0.2	Clothing.....	123.1	122.7	120.4	+0.3	+2.2
Fuel and light.....	116.0	116.0	114.0	0	+1.8	Fuel and light.....	113.3	112.5	110.7	+0.7	+2.3
Housefurnishings.....	125.6	125.6	125.6	0	0	Housefurnishings.....	120.0	118.8	118.7	+1.0	+1.1
Sundries.....	111.0	111.0	109.8	0	+1.1	Sundries.....	111.4	111.3	109.0	+0.1	+2.2
Weighted Total.....	122.9	123.3	117.5	-0.3	+4.6	Weighted Total.....	128.4	128.3	121.5	+0.1	+5.7
<b>Macon</b>						<b>Newark</b>					
Food.....	157.6	157.5	136.7	+0.1	+15.3	Food.....	147.4	151.2	124.7	-2.5	+18.2
Housing.....	115.9	115.9	116.6	0	-0.6	Housing.....	101.4	101.4	101.4	0	0
Clothing.....	118.8	118.3	116.3	+0.4	+2.1	Clothing.....	120.9	120.9	121.6	0	-0.6
Fuel and light.....	100.5	100.5	99.3	0	+1.2	Fuel and light.....	104.6	104.6	101.3	0	+3.3
Housefurnishings.....	129.3	129.1	129.3	+0.2	0	Housefurnishings.....	131.3	129.5	128.9	+1.4	+1.9
Sundries.....	115.4	115.4	107.7	0	+7.1	Sundries.....	106.2	106.2	105.2	0	+1.0
Weighted Total.....	128.7	128.6	118.9	+0.1	+8.2	Weighted Total.....	121.1	122.4	113.0	-1.1	+7.2
<b>Manchester, N. H.</b>						<b>New Haven</b>					
Food.....	143.5	145.7	130.2	-1.5	+10.2	Food.....	135.3	137.0	128.9	-1.2	+5.0
Housing.....	102.9	102.9	103.0	0	-0.1	Housing.....	105.3	105.3	105.3	0	0
Clothing.....	119.2	119.2	119.2	0	0	Clothing.....	120.0	119.8	120.1	+0.2	-0.1
Fuel and light.....	109.5	109.5	105.5	0	+3.8	Fuel and light.....	109.7	109.7	107.8	0	+1.8
Housefurnishings.....	125.2	125.2	123.8	0	+1.1	Housefurnishings.....	124.4	124.4	124.9	0	-0.4
Sundries.....	107.1	107.1	107.0	0	+0.1	Sundries.....	107.0	107.0	106.5	0	+0.5
Weighted Total.....	122.3	123.1	117.0	-0.6	+4.5	Weighted Total.....	117.8	118.3	115.4	-0.4	+2.1
<b>Meadville, Pa.</b>						<b>New Orleans</b>					
Food.....	149.0	152.7	135.3	-2.4	+10.1	Food.....	150.3	150.8	141.5	-0.3	+6.2
Housing.....	110.8	110.8	110.8	0	0	Housing.....	110.6	110.6	110.8	0	-0.2
Clothing.....	116.7	116.7	116.3	0	+0.3	Clothing.....	121.7	121.1	119.0	+0.5	+2.3
Fuel and light.....	110.2	110.2	106.2	0	+3.8	Fuel and light.....	103.2	103.2	103.2	0	0
Housefurnishings.....	131.1	131.1	127.1	0	+3.1	Housefurnishings.....	128.3	128.3	128.0	0	+0.2
Sundries.....	120.2	120.1	111.5	+0.1	+7.8	Sundries.....	105.9	105.9	104.3	0	+1.5
Weighted Total.....	126.0	127.2	119.1	-0.9	+5.8	Weighted Total.....	125.9	126.1	121.8	-0.2	+3.4
<b>Memphis</b>						<b>New York</b>					
Food.....	165.3	162.9	141.8	+1.5	+16.6	Food.....	145.1	147.0	129.8	-1.3	+11.8
Housing.....	109.4	109.4	109.4	0	0	Housing.....	100.8	100.8	100.7	0	+0.1
Clothing.....	128.4	128.4	128.0	0	+0.3	Clothing.....	115.6	114.2	113.0	+1.2	+2.3
Fuel and light.....	102.0	102.0	100.1	0	+1.9	Fuel and light.....	110.8	110.8	106.7	0	+3.8
Housefurnishings.....	128.6	128.6	127.5	0	+0.9	Housefurnishings.....	128.7	128.6	127.0	+0.1	+1.3
Sundries.....	105.8	105.8	105.2	0	+0.6	Sundries.....	107.3	107.3	105.3	0	+1.9
Weighted Total.....	127.0	126.3	119.7	+0.6	+6.1	Weighted Total.....	121.2	121.7	114.7	-0.4	+5.7

## COST OF LIVING IN 65 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Aug. 1943	July 1943	Aug. 1942	July 1943 to Aug. 1943	Aug. 1942 to Aug. 1943		Aug. 1943	July 1943	Aug. 1942	July 1943 to Aug. 1943	Aug. 1942 to Aug. 1943
<b>Oakland</b>						<b>Richmond</b>					
Food.....	153.8	154.0	135.6	-0.1	+13.4	Food.....	152.2	152.7	135.7	-0.3	+12.2
Housing.....	131.5	131.5	131.5	0	0	Housing.....	103.1	102.7	102.7	+0.4	+0.4
Clothing.....	126.4	125.3	122.6	+0.9	+3.1	Clothing.....	118.4	118.4	118.3	0	+0.1
Fuel and light.....	78.0	78.0	84.9	0	-8.1	Fuel and light.....	105.2	105.2	103.9	0	+1.3
Housefurnishings.....	120.3	119.3	118.9	+0.8	+1.2	Housefurnishings.....	120.5	120.5	120.5	0	0
Sundries.....	103.0	103.0	101.1	0	+1.9	Sundries.....	107.0	107.0	107.5	0	-0.5
Weighted Total.....	126.7	126.6	119.9	+0.1	+5.7	Weighted Total.....	121.4	121.4	116.4	0	+4.3
<b>Omaha</b>						<b>Roanoke, Va.</b>					
Food.....	146.1	147.6	134.7	-1.0	+8.5	Food.....	150.7	153.3	140.3	-1.7	+7.4
Housing.....	100.6	100.6	100.6	0	0	Housing.....	119.2	119.2	119.2	0	0
Clothing.....	121.6	120.7	120.6	+0.7	+0.8	Clothing.....	113.8	113.8	113.7	0	+0.1
Fuel and light.....	105.4	105.5	103.3	-0.1	+2.0	Fuel and light.....	104.1	104.1	99.7	0	+4.4
Housefurnishings.....	136.6	136.6	129.4	0	+5.6	Housefurnishings.....	121.9	121.9	121.9	0	0
Sundries.....	111.9	111.9	110.9	0	+0.9	Sundries.....	111.9	112.0	111.1	-0.1	+0.7
Weighted Total.....	121.7	122.0	117.2	-0.2	+3.8	Weighted Total.....	124.8	125.7	121.0	-0.7	+3.1
<b>Parkersburg, W. Va.</b>						<b>Rochester</b>					
Food.....	146.1	147.2	133.9	-0.7	+9.1	Food.....	146.3	148.9	133.6	-1.7	+9.5
Housing.....	104.2	104.2	104.2	0	0	Housing.....	103.9	103.9	103.9	0	0
Clothing.....	124.1	123.7	123.6	+0.3	+0.4	Clothing.....	128.1	128.1	127.2	0	+0.7
Fuel and light.....	94.6	94.6	94.6	0	0	Fuel and light.....	112.2	112.2	111.2	0	+0.9
Housefurnishings.....	125.0	125.0	124.6	0	+0.3	Housefurnishings.....	136.1	136.1	135.2	0	+0.7
Sundries.....	109.4	109.5	108.2	-0.1	+1.1	Sundries.....	122.0	121.9	118.6	+0.1	+2.9
Weighted Total.....	123.5	123.9	118.6	-0.3	+4.1	Weighted Total.....	125.6	126.4	120.7	-0.6	+4.1
<b>Philadelphia</b>						<b>Rockford, Ill.</b>					
Food.....	142.3	143.3	134.1	-0.7	+6.1	Food.....	144.5	145.4	129.3	-0.6	+11.8
Housing.....	102.9	102.9	102.9	0	0	Housing.....	138.0	138.0	138.0	0	0
Clothing.....	123.8	123.2	122.0	+0.5	+1.5	Clothing.....	121.0	121.0	120.3	0	+0.6
Fuel and light.....	106.5	106.5	103.2	0	+3.2	Fuel and light.....	111.3	111.3	110.1	0	+1.1
Housefurnishings.....	121.1	121.1	119.2	0	+1.6	Housefurnishings.....	131.3	131.3	132.8	0	-1.1
Sundries.....	110.9	110.9	109.8	0	+1.0	Sundries.....	112.5	112.5	110.7	0	+1.6
Weighted Total.....	122.5	122.8	118.7	-0.2	+3.2	Weighted Total.....	129.0	129.3	123.5	-0.2	+4.5
<b>Pittsburgh</b>						<b>Sacramento</b>					
Food.....	142.0	146.0	133.4	-2.7	+6.4	Food.....	148.5	150.2	135.1	-1.1	+9.9
Housing.....	105.7	105.7	105.7	0	0	Housing.....	104.1	104.1	104.1	0	0
Clothing.....	125.3	124.5	124.6	+0.6	+0.6	Clothing.....	122.9	122.2	119.4	+0.6	+2.9
Fuel and light.....	110.3	110.3	108.8	0	+1.4	Fuel and light.....	80.8	80.8	84.7	0	-4.6
Housefurnishings.....	118.0	117.2	117.1	+0.7	+0.8	Housefurnishings.....	137.1	134.7	127.9	+1.8	+7.2
Sundries.....	111.4	111.3	109.8	+0.1	+1.5	Sundries.....	112.7	112.7	108.5	0	+3.9
Weighted Total.....	122.1	123.3	118.6	-1.0	+9.0	Weighted Total.....	122.9	123.2	116.7	-0.2	+5.3
<b>Portland, Ore.</b>						<b>Saginaw, Mich.<sup>1</sup></b>					
Food.....	142.6	144.4	136.3	-1.2	+4.6	Food.....	165.3	168.7	146.5	-2.0	+12.8
Housing.....	110.0	110.0	110.0	0	0	Housing.....	117.9	117.9	117.9	0	0
Clothing.....	129.6	128.1	126.8	+1.2	+2.2	Clothing.....	121.7	121.5	120.5	+0.2	+1.0
Fuel and light.....	124.9	124.9	116.4	0	+7.3	Fuel and light.....	109.0	108.9	105.7	+0.1	+3.1
Housefurnishings.....	119.9	119.0	119.0	+0.8	+0.8	Housefurnishings.....	126.2	126.2	124.7	0	+1.2
Sundries.....	112.0	112.0	108.8	0	+2.9	Sundries.....	114.7	114.7	109.4	0	+4.8
Weighted Total.....	123.9	124.3	120.1	-0.3	+8.2	Weighted Total.....	132.2	133.4	124.0	-0.9	+6.6
<b>Providence</b>						<b>St. Louis</b>					
Food.....	138.9	141.5	129.1	-1.8	+7.6	Food.....	147.7	149.7	132.7	-1.3	+11.3
Housing.....	103.3	103.3	103.3	0	0	Housing.....	106.0	106.0	106.0	0	0
Clothing.....	118.6	118.7	117.3	-0.1	+1.1	Clothing.....	123.2	123.1	122.6	+0.1	+0.5
Fuel and light.....	113.6	113.6	111.5	0	+1.9	Fuel and light.....	110.7	110.2	108.4	+0.5	+2.1
Housefurnishings.....	125.5	125.3	125.3	+0.2	+0.2	Housefurnishings.....	118.1	118.1	118.2	0	-0.1
Sundries.....	116.4	116.3	109.7	+0.1	+6.1	Sundries.....	108.2	107.7	106.3	+0.5	+1.8
Weighted Total.....	121.4	122.2	116.0	-0.7	+4.7	Weighted Total.....	123.3	123.8	117.3	-0.4	+5.1

<sup>1</sup>Data for earlier months available upon request.

## COST OF LIVING IN 65 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes		
	Aug. 1943	July 1943	Aug. 1942	July 1943 to Aug. 1943	Aug. 1942 to Aug. 1943		Aug. 1943	July 1943	Aug. 1942	July 1943 to Aug. 1943	Aug. 1942 to Aug. 1943	
<b>St. Paul</b>												
Food.....	142.8	144.7	127.6	-1.3	+11.9	Syracuse	Food.....	149.0	149.9	137.2	-0.6	+8.6
Housing.....	100.9	100.9	100.9	0	0		Housing.....	116.2	116.2	114.7	0	+1.3
Clothing.....	119.7	119.5	119.9	+0.2	-0.2		Clothing.....	127.8	127.2	125.8	+0.5	+1.6
Fuel and light.....	104.1	104.0	101.2	+0.1	+2.9		Fuel and light.....	109.0	109.0	107.8	0	+1.1
Housefurnishings.....	125.7	125.7	125.3	0	+0.3		Housefurnishings.....	130.8	128.9	126.7	+1.5	+3.2
Sundries.....	112.5	112.5	110.5	0	+1.8		Sundries.....	112.6	112.6	108.9	0	+3.4
Weighted Total.....	120.5	121.1	114.9	-0.5	+4.9		Weighted Total.....	125.9	126.1	120.7	-0.2	+4.3
<b>San Francisco</b>												
Food.....	159.0	160.5	144.0	-0.9	+10.4	Toledo	Food.....	142.8	144.3	132.6	-1.0	+7.4
Housing.....	98.3	98.3	98.3	0	0		Housing.....	109.4	109.4	105.5	0	+0.8
Clothing.....	124.0	123.2	121.4	+0.6	+2.1		Clothing.....	123.1	122.9	122.3	+0.2	+0.7
Fuel and light.....	79.2	79.2	84.9	0	-6.7		Fuel and light.....	105.2	106.4	104.9	-1.1	+0.3
Housefurnishings.....	119.6	119.6	119.3	0	+0.3		Housefurnishings.....	122.0	122.2	120.0	-0.2	+1.7
Sundries.....	105.0	105.0	102.1	0	+2.8		Sundries.....	111.0	111.0	109.5	0	+1.4
Weighted Total.....	123.0	123.4	117.2	-0.3	+4.9		Weighted Total.....	121.7	122.3	118.1	-0.5	+3.0
<b>Seattle</b>												
Food.....	150.9	152.5	141.7	-1.0	+6.5	Wausau, Wis.	Food.....	150.2	155.3	135.9	-3.3	+10.5
Housing.....	114.3	114.3	114.5	0	-0.2		Housing.....	102.7	102.7	102.7	0	0
Clothing.....	119.9	119.2	118.5	+0.6	+1.2		Clothing.....	125.0	125.0	123.9	0	+0.9
Fuel and light.....	113.9	112.2	109.2	+1.5	+4.3		Fuel and light.....	105.1	105.1	101.4	0	+3.6
Housefurnishings.....	120.3	120.6	119.8	-0.2	+0.4		Housefurnishings.....	123.9	123.9	123.6	0	+0.2
Sundries.....	108.9	108.9	106.3	0	+2.4		Sundries.....	103.9	103.8	103.2	+0.1	+0.7
Weighted Total.....	125.2	125.5	120.9	-0.2	+3.6		Weighted Total.....	123.5	125.3	117.7	-1.4	+4.9
<b>Spokane</b>												
Food.....	139.9	142.1	130.9	-1.5	+6.9	Wilmington, Del.	Food.....	143.4	146.7	135.4	-2.2	+5.9
Housing.....	102.0	102.0	102.2	0	-0.2		Housing.....	104.0	104.0	104.0	0	0
Clothing.....	121.2	121.2	121.5	0	-0.2		Clothing.....	124.9	124.8	124.1	+0.1	+0.6
Fuel and light.....	132.3	132.3	130.7	0	+1.2		Fuel and light.....	103.3	103.3	101.5	0	+1.8
Housefurnishings.....	132.3	132.3	132.3	0	0		Housefurnishings.....	116.5	115.4	115.4	+1.0	+1.0
Sundries.....	109.8	109.8	107.5	0	+2.1		Sundries.....	110.0	110.0	108.2	0	+1.7
Weighted Total.....	122.6	123.3	118.8	-0.6	+3.2		Weighted Total.....	122.5	123.5	119.0	-0.8	+2.9
<b>Youngstown</b>												
Food.....			151.7	155.0	136.1		Food.....					
Housing.....			105.3	105.3	105.3		Housing.....					
Clothing.....			128.9	126.8	125.0		Clothing.....					
Fuel and light.....			104.6	104.6	105.2		Fuel and light.....					
Housefurnishings.....			133.0	131.8	131.8		Housefurnishings.....					
Sundries.....			107.4	107.4	106.9		Sundries.....					
Weighted Total.....			124.3	125.0	118.8		Weighted Total.....					

PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS<sup>1</sup>

CITY	July 1943	Aug. 1942	CITY	July 1943	Aug. 1942	CITY	July 1943	Aug. 1942	CITY	July 1943	Aug. 1942
	July to Aug. 1943	Aug. to Aug. 1943		July to Aug. 1943	Aug. to Aug. 1943		July to Aug. 1943	Aug. to Aug. 1943		July to Aug. 1943	Aug. to Aug. 1943
<b>Evansville, Ind.</b>											
Food.....	+0.3	+14.4	Food.....	-1.0	+10.6	Food.....	-0.6	+11.3	Food.....	-0.1	+8.1
Housing.....	0	-0.7	Housing.....	0	+0.1	Housing.....	0	0	Housing.....	0	0
Clothing.....	0	-0.3	Clothing.....	-0.6	-1.2	Clothing.....	0	+1.5	Clothing.....	+0.8	-0.1
Fuel and light.....	0	+2.6	Fuel and light.....	0	+1.8	Fuel and light.....	0	+2.7	Fuel and light.....	0	+2.3
Housefurnishings.....	+2.4	+3.2	Housefurnishings.....	0	+0.9	Housefurnishings.....	+0.1	+0.4	Housefurnishings.....	0	+1.2
Sundries.....	0	+0.7	Sundries.....	0	+3.9	Sundries.....	0	+2.2	Sundries.....	0	+1.3
W'ghted Total	+0.3	+5.5	W'ghted Total	-0.4	+4.7	W'ghted Total	-0.3	+5.5	W'ghted Total	+0.1	+3.8

<sup>1</sup>Data for Green Bay not yet available on the wartime budget basis. They will be published in subsequent months.<sup>2</sup>Includes Lockport and Rockdale. Data for earlier months available upon request.

Revised

# COST OF LIVING IN 65 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

	Weighted Total		Food		Housing		Clothing		Fuel-Light		House Furnishings		Sundries	
	Aug. 1943	July 1943	Aug. 1943	July 1943	Aug. 1943	July 1943	Aug. 1943	July 1943	Aug. 1943	July 1943	Aug. 1943	July 1943	Aug. 1943	July 1943
United States <sup>1</sup> . . . . .	102.5	102.8	111.1	112.2	90.8	90.8	89.3	88.9	93.2	93.1	a	a	107.7	107.6
Akron . . . . .	126.7	127.3	151.2	152.9	113.7	113.7	121.2	121.2	108.7	111.3	118.4	118.4	118.1	117.9
Anderson, Ind <sup>2</sup> . . . . .	131.5	131.2	156.3	155.9	111.7	111.7	130.4	130.4	113.2	113.2	142.1	142.1	120.4	120.0
Atlanta . . . . .	129.9	122.1	149.6	148.3	99.2	99.2	122.5	122.5	110.5	110.5	117.1	117.1	113.9	112.8
Baltimore . . . . .	125.7	126.4	145.7	147.9	103.2	103.2	120.1	120.1	104.9	104.9	130.8	130.8	121.3	121.2
Birmingham . . . . .	124.6	124.8	153.4	154.5	105.7	105.7	125.0	124.4	101.1	101.1	117.8	117.8	113.4	113.3
Boston . . . . .	121.8	122.0	137.4	138.1	103.5	103.4	124.8	124.8	120.9	120.9	122.5	122.5	112.2	112.1
Bridgeport . . . . .	124.5	122.8	137.3	137.7	106.5	106.5	125.4	124.9	115.9	115.9	126.4	126.4	124.1	117.2
Buffalo . . . . .	123.0	124.2	144.1	148.0	114.7	114.7	118.2	118.2	105.9	105.9	126.1	126.1	110.4	110.2
Chattanooga . . . . .	124.2	124.0	159.9	159.3	103.0	103.1	118.5	118.5	90.7	90.7	121.5	121.5	110.2	109.9
Chicago . . . . .	118.2	118.4	138.3	138.7	105.8	105.8	123.7	124.7	100.5	100.3	124.8	124.7	105.0	104.9
Cincinnati . . . . .	122.2	122.8	143.0	145.0	100.9	100.9	129.4	129.3	103.5	103.5	124.1	124.1	111.4	111.1
Cleveland . . . . .	123.1	123.4	140.6	142.9	109.7	109.7	127.2	127.2	103.0	102.3	121.8	121.8	116.7	116.4
Dallas . . . . .	122.3	122.2	146.2	146.4	105.6	105.6	122.7	122.7	93.3	93.3	127.9	127.9	115.7	115.3
Dayton . . . . .	123.0	123.0	146.4	146.9	105.9	105.1	122.2	122.2	103.7	103.7	127.8	127.8	112.4	112.3
Denver . . . . .	121.1	122.9	139.1	145.6	105.6	105.6	121.9	121.8	99.0	98.3	123.7	122.8	115.8	115.6
Des Moines . . . . .	122.2	121.8	143.5	142.9	105.3	105.3	128.0	126.8	107.9	107.9	123.8	123.8	114.7	114.2
Detroit <sup>3</sup> . . . . .	127.0	126.7	150.4	150.6	107.0	107.0	127.7	125.2	108.1	107.8	122.1	122.1	121.1	120.7
Duluth . . . . .	123.4	123.6	144.8	146.2	100.3	100.1	127.0	125.7	105.3	105.3	135.4	135.4	114.4	113.9
Erie, Pa. . . . .	131.8	131.8	159.7	159.8	109.9	109.9	134.3	134.2	109.7	109.7	129.8	129.8	121.2	121.0
Fall River . . . . .	122.8	122.9	139.7	140.3	104.3	104.3	119.7	119.9	115.3	115.3	114.3	114.3	117.9	117.7
Flint, Mich. <sup>2</sup> . . . . .	133.6	135.8	163.4	171.8	109.9	109.9	129.1	128.3	114.0	114.0	124.6	124.6	124.3	123.9
Front Royal, Va. . . . .	126.5	125.6	162.4	161.8	103.6	103.6	132.3	129.1	103.9	103.9	136.0	136.0	132.3	131.6
Grand Rapids . . . . .	126.8	127.7	150.1	153.9	106.5	106.5	124.1	123.3	108.8	108.8	133.3	133.5	120.5	119.9
Houston . . . . .	120.0	120.0	141.7	141.7	105.7	105.7	124.6	124.6	90.2	90.2	114.7	114.7	113.4	113.4
Huntington, W. Va. . . . .	124.8	124.9	148.0	149.1	111.7	111.7	119.1	118.8	100.0	100.0	126.0	125.6	114.0	113.7
Indianapolis . . . . .	123.9	123.0	145.3	142.6	107.9	107.9	121.0	120.6	108.2	108.2	124.7	124.7	116.9	116.6
Kansas City, Mo. . . . .	120.8	120.0	136.5	134.1	105.2	105.2	123.2	123.1	108.7	108.7	120.9	120.9	116.4	116.0
Lansing . . . . .	128.8	129.8	167.0	171.0	98.0	98.0	124.6	124.4	102.1	102.1	132.2	131.9	121.6	121.4
Los Angeles . . . . .	121.5	121.1	148.4	147.0	104.6	104.6	118.1	118.4	96.2	96.2	123.9	123.9	110.4	110.1
Louisville . . . . .	123.1	123.4	145.8	146.8	103.9	103.9	119.6	119.2	110.5	110.5	127.7	127.7	110.3	110.0
Lynn . . . . .	122.8	123.1	140.4	141.4	104.5	104.5	123.5	123.5	116.1	116.1	125.6	125.6	112.2	112.1
Macon . . . . .	129.6	129.6	154.9	155.3	115.9	115.9	118.8	118.3	100.5	100.5	129.3	129.2	121.2	120.9
Manchester, N. H. . . . .	121.4	122.3	141.7	144.6	102.9	102.9	119.2	119.2	109.5	109.5	124.5	124.5	106.5	106.3
Meadville, Pa. . . . .	125.9	127.0	148.0	151.8	110.8	110.8	116.7	116.7	110.2	110.2	130.6	130.6	120.8	120.6
Memphis . . . . .	127.0	126.3	163.0	160.8	109.4	109.4	128.4	128.4	102.0	102.0	128.4	128.4	109.6	109.4
Milwaukee . . . . .	121.5	122.6	139.2	143.8	103.3	103.3	128.6	127.8	107.5	107.5	125.5	125.5	116.0	115.7
Minneapolis . . . . .	123.9	124.4	148.2	150.1	103.7	103.7	127.0	127.0	103.3	103.2	122.2	122.2	116.7	116.4
Muskegon, Mich. . . . .	129.0	128.9	162.0	162.6	115.2	115.2	123.1	122.7	113.3	112.5	119.7	118.8	114.6	114.3
Newark . . . . .	120.6	120.2	144.3	148.4	101.4	101.4	120.9	120.9	104.6	104.6	130.5	129.4	106.0	105.9
New Haven . . . . .	118.1	118.6	134.7	136.4	105.3	105.3	120.1	119.8	109.9	109.9	124.4	124.4	108.5	108.4
New Orleans . . . . .	123.1	123.4	145.1	146.0	110.6	110.6	119.4	118.9	103.2	103.2	128.3	128.3	104.1	104.0
New York . . . . .	120.5	121.1	143.4	145.6	100.8	100.8	115.6	114.2	110.8	110.8	128.5	128.5	107.2	107.1
Oakland . . . . .	126.7	126.7	152.7	153.2	131.5	131.5	126.4	125.3	118.0	118.0	120.0	119.3	104.9	104.7
Omaha . . . . .	122.4	122.7	145.8	147.2	100.6	100.6	121.6	120.7	105.4	105.4	134.8	134.8	115.9	115.6
Parkersburg, W. Va. . . . .	124.2	124.5	146.1	147.2	104.2	104.2	124.1	123.7	94.6	94.6	125.0	125.0	112.4	112.3
Philadelphia . . . . .	122.4	122.7	140.9	142.0	102.9	102.9	123.8	123.2	106.5	106.5	121.1	121.1	113.1	112.9
Pittsburgh . . . . .	122.2	123.3	145.4	144.4	105.7	105.7	125.3	124.5	110.3	110.3	117.8	117.2	113.7	113.5
Portland, Ore. . . . .	124.3	124.5	141.6	143.2	110.0	110.0	129.6	128.1	124.9	124.9	119.8	119.8	114.0	113.8
Providence . . . . .	121.5	122.3	138.1	140.6	103.3	103.3	118.6	118.7	113.9	113.9	125.5	125.3	118.0	117.9
Richmond . . . . .	120.4	120.2	151.5	151.2	103.1	102.7	118.4	118.4	105.2	105.2	120.5	120.5	104.9	104.8
Roanoke, Va. . . . .	124.6	125.3	150.0	152.7	119.2	119.2	113.8	113.8	104.1	104.1	121.9	121.9	112.1	111.9
Rochester . . . . .	125.6	126.4	146.3	149.2	103.9	103.9	128.1	128.1	112.2	112.2	136.1	136.1	122.2	121.9
Rockford, Ill. . . . .	129.8	130.1	144.2	145.5	138.0	138.0	121.0	121.0	111.9	111.9	131.3	131.3	116.5	116.2
Sacramento . . . . .	122.8	123.1	147.3	149.1	104.1	104.1	122.9	122.2	80.8	80.8	137.1	134.7	114.6	114.4
Saginaw, Mich. <sup>2</sup> . . . . .	133.2	134.3	165.1	168.9	117.9	117.9	121.7	121.5	109.0	108.9	125.8	125.8	119.0	118.7
St. Louis . . . . .	123.7	124.0	147.3	149.2	106.0	106.0	123.2	123.1	111.0	110.2	118.0	118.0	111.1	110.4
St. Paul . . . . .	120.9	121.4	141.8	143.8	100.9	100.9	119.7	119.5	104.1	103.9	125.7	125.7	116.1	115.8
San Francisco . . . . .	122.8	123.2	157.8	159.5	98.3	98.3	124.0	123.2	79.2	79.2	119.6	119.6	105.9	105.7
Seattle . . . . .	124.9	125.2	151.2	154.2	114.3	114.3	119.9	119.2	113.9	112.2	120.1	120.1	109.1	109.9
Spokane . . . . .	122.6	123.4	138.6	141.2	102.0	102.0	121.2	121.2	132.3	132.3	132.3	132.3	112.1	111.9
Syracuse . . . . .	125.6	126.9	145.4	150.4	116.2	116.2	127.8	127.2	109.0	109.0	129.7	128.4	115.6	115.3
Toledo . . . . .	122.8	123.4	142.9	144.8	109.4	109.4	123.1	122.9	105.2	106.4	122.0	122.2	114.4	114.1
Wausau, Wis. . . . .	123.1	125.0	149.2	155.1	102.7	102.7	125.0	125.0	105.1	105.1	123.9	123.9	105.4	105.1
Wilmington, Del. . . . .	122.9	123.9	142.5	145.7	104.0	104.0	124.9	124.8	103.4	103.4	116.5	115.4	112.6	112.5
Youngstown . . . . .	125.3	125.9	153.4	156.6	105.3	105.3	128.9	126.6	104.6	104.6	132.6	131.8	109.8	109.7

## PERCENTAGE CHANGES IN COST OF LIVING IN 5 CITIES, PREWAR BUDGETS

	July 1943 to Aug. 1943	Aug. 1942 to July 1943	July 1943 to Aug. 1943	Aug. 1942 to July 1943	July 1943 to Aug. 1943	Aug. 1942 to July 1943	July 1943 to Aug. 1943	Aug. 1942 to July 1943	July 1943 to Aug. 1943	Aug. 1942 to July 1943	July 1943 to Aug. 1943	Aug. 1942 to July 1943	July 1943 to Aug. 1943

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## Employment and Unemployment

**M**AXIMUM utilization of men and women behind the men behind the guns has finally emerged as the primary problem on the nation's home front. Inductions into military service by mid-1943 had proceeded according to plan. The flow of manpower into munitions industries, in contrast, has lagged behind schedule to date, as has munitions production. The problem of supply has grown so great that during the next twelve months for each 1,000 men entering military service, 1,300 workers must be found for essential war industries if production schedules are to be met.

Despite this lag, the total number of persons at work or in uniform in July held at the June record level of 63.6 million. Little relief was afforded by normal seasonal reductions during the month, of over 300,000 in agricultural employment and by further reductions of about 200,000 in construction and trade. Additions to the Armed Forces and to manufacturing personnel were sufficient to offset these declines and to maintain total employment at peak levels.

Field reports issued by WMC reveal fifty-five areas of acute labor shortage, with three times that number in prospect by the end of the year. These current and prospective labor shortage areas contain over fifty million inhabitants and embrace at least twenty of the nation's largest cities. Nine out of ten major metropolitan areas will be faced with general labor shortages by next summer.

The primary source of the new labor recruits needed for the current production program remains the nation's womanpower, particularly in the age group 20-34 years. As yet there has been no significant increase in the proportion of women 20-29 years of age entering the labor market, according to the Bureau of Labor Statistics, while the entrance of women 30-34 years of age has been only very moderate. Under present schedules, the number of women at work in civilian industries must be increased by nearly a million by July, 1944, and an additional 200,000 must be found for the Armed Forces. How rapidly readily available womanpower has already been absorbed by industry is evident from the 60% increase in the number at work in the past three years. Only the most vigorous effort can attract the remaining available women, normally homemakers, into commercial employment.

### JULY TRENDS

Total employment, including the Armed Forces, was about 6.5 million greater in July than in mid-1942.

### EMPLOYMENT AND UNEMPLOYMENT, JULY, 1941-JULY, 1943<sup>1</sup>

In Thousands

Distribution of Labor Force and Employment	1941	1942	1943		
	July	May	June <sup>1</sup>	July <sup>1</sup>	
Unemployment.....	1,219	....	....	....	....
Excess of employment over economic labor force.....	....	1,860	6,690	7,862	7,796
Total employment.....	53,582	57,097	62,373	63,613	63,612
Agriculture.....	11,534	11,629	11,076	11,704	11,385
Forestry and fishing.....	226	222	194	199	197
Total industry.....	20,252	21,611	21,947	22,125	22,141
Extraction of minerals.....	784	786	704	701	694
Manufacturing.....	18,477	14,689	16,022	16,181	16,269
Construction.....	2,762	2,783	1,826	1,773	1,667
Transportation.....	2,194	2,305	2,380	2,448	2,475
Public utilities.....	1,035	1,047	1,015	1,022	1,037
Trade, distribution and finance.....	7,796	7,461	7,432	7,476	7,395
Service industries (including Armed Forces).....	12,636	14,942	20,329	20,699	21,074
Miscellaneous industries and services.....	1,140	1,233	1,393	1,409	1,418
Emergency employment <sup>2</sup> WPA, CCC and NYA (out-of-school).....	1,548	656	132	a	a

<sup>1</sup>Subject to revision.

<sup>2</sup>Not included in employment total.

aData for NYA not available; in June there were 42,000 engaged in WPA projects. July data for WPA not available.

For the first month since January of this year, there was a slight decrease in the excess of actual employment over the normal labor force. Civilian employment, because of the reduction in agriculture, was about 360,000 below the corresponding June total, while civilian nonagricultural employment fell off slightly by about 40,000. The former, however, remained about 700,000 and the latter about a million above their corresponding 1942 totals.

The drop in agricultural employment from 11,704,000 in June to 11,385,000 in July, according to estimates of the Department of Agriculture, was confined entirely to farm family labor. The number of hired workers, in contrast, increased by 130,000 during the month to total 2,974,000 compared with 3,155,000 in 1942. Total farm employment continued at about 250,000 below its 1942 level.

Employment in construction has fallen off by more than a million, or 40%, since mid-1942, with over 100,000 workers departing in July alone. A somewhat smaller number of workers was squeezed out of trade and distribution during the month. Nearly 90,000 additional workers were taken on in manufacturing.

M. R. GAINSBURGH  
Division of Industrial Economics

## Chronology of Events affecting Labor Relations, August 1 to August 31

### August

3 *Arsenal Drops Employees*—Raritan Arsenal announces discharge of 20% to 30% of its employees. Reduction due to improvements in organizational procedures and desire to share manpower with essential industries and agriculture.

4 *First Smith-Connally Vote*—In first election under the Smith-Connally anti-strike law, intended to prevent work stoppages, a majority of employees of two Allis-Chalmers Manufacturing Company plants vote in favor of strike.

7 *Agreement on Railway Pay*—An understanding for the settlement of the wage dispute between 1½ million non-operating railroad employees and Class I railroads is formulated by their spokesmen. Agreement includes wage increase earlier denied by Director of Economic Stabilization.

9 *Labor Pacts for Duration Can Be Reopened*—NLRB rules that employees operating under closed shop agreement signed for the duration of the war may petition for new collective bargaining election after contract has run for more than a year.

11 *Shipbuilding Committee Dissolved*—War Labor Board abolishes its seven-member shipbuilding commission because of sharp disagreement over wage decisions made in the industry. In its place is set up a six-man commission, two members each representing industry, labor and the government.

*AFL Defers Acceptance of UMW*—Executive Council of AFL votes to place question of readmission of UMW to AFL before convention to be held in October.

14 *New Deferment Regulations Issued*—War Manpower Commission issues list of 149 additional critical occupations and a new list of nondeferrable occupations.

*Employers Warned Against Gifts*—Regional War Labor Board in Detroit warns employers not to make gifts to their workers unless they did so in the same manner before October 3, 1942, since payments of this character fall in category of compensation increase.

17 *List of Essential Work Classifications Broadened*—WMC issues revised list of 35 essential activities in connection with the war effort, making some additions and incorporating changes ordered from time to time in recent months.

18 *President Grants Powers to WLB*—In an Executive Order, the President empowers WLB to enforce compliance with its rulings. If employer is recalcitrant, plant may be seized and operated by government. If labor union fails to comply, checked-off dues may be withheld or other contract benefits suspended.

*Stock Exchange Firms Protest Curbs on White Collar Workers*—Stock Exchange employers protest to War

Labor Board restriction of white collar pay increases on ground that "Little Steel" formula was based on conditions in steel industry and that at its commencement wages in steel industry were 58% higher than in 1938 while no such increase had occurred in earnings of office employees.

*Court Upholds Smith-Connally Act*—Upholding Smith-Connally Act as a valid exercise of war powers, federal judge in Pittsburgh overrules defense motion to quash indictment against 30 miners charged with violating the law by wildcat strikes.

20 *WLB Holds Smith-Connally Act Valid*—Overriding contention of Montgomery Ward & Company that the Smith-Connally Act is "void and unconstitutional," WLB orders company to grant maintenance of membership and check-off to 800 employees.

24 *Merit Wage Increase Rule Relaxed*—War Labor Board relaxes its regulations about merit increases in pay by issuing an amended regulation permitting small business concerns with 30 or fewer employees to raise wages under certain conditions.

25 *Portal-to-portal Pay Barred*—War Labor Board disapproves agreement reached between UMW and Illinois Coal Operators Association calling for payment of \$1.25 per day for portal-to-portal pay.

27 *Outside Workers Kept Out*—Cleveland closes doors to outside workers for sixty days starting August 31 while local WMC director takes inventory of adequacy of existing labor supply. Ban regarded as necessary to relieve congested housing conditions and lighten other burdens imposed by heavy influx of labor from other areas.

28 *WLB Holds Itself Superior to State Legislatures*—War Labor Board holds that its rulings supersede acts of state legislatures in labor relations matters in wartime since these rulings are based upon war powers of President and Congress. This ruling is made in case involving conformity of a WLB order to the Wisconsin employment peace act.

29 *Large-scale Shift in Jobs Demanded*—Manpower Commission Chairman McNutt makes statement that "a rock-bottom minimum" of 2,600,000 persons must transfer "from less essential jobs to munitions production or to jobs in services necessary to community health."

30 *Court Upholds Smith-Connally Act*—Suspended sentences of six months each and a probation period of three years are imposed by federal judge in Pittsburgh upon 27 miners who pleaded no contest to charges of violating Smith-Connally anti-strike act.

31 *Portal-to-portal Pay Sought Through Courts*—UMW files action in Birmingham, Alabama, for portal-to-portal pay refused by NWLB as a hidden wage increase.